

URBAN/MUNICIPAL

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1989

MINUTES
OF THE PROCEEDINGS
OF THE
BOARD of EDUCATION
FOR THE
CITY OF HAMILTON
1989

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INDEX

TO THE

MINUTES OF THE MEETINGS

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THE BOARD OF EDUCATION

1988 - 1989

English Language Section

Trustees Elected by Public School Electors

Ward No. 1—MRS. M. S. BASKIN	Term ends 1991 11 30
Ward No. 1—MRS. J. BISHOP	Term ends 1991 11 30
Ward No. 2—DR. J. JOHNSTON.....	Term ends 1991 11 30
Ward No. 2—MRS. A. STEWART	Term ends 1991 11 30
Ward No. 3—MR. H. ALLEN.....	Term ends 1991 11 30
Ward No. 3—MR. R. STEWART	Term ends 1991 11 30
Ward No. 4—MR. R. E. MULHOLLAND	Term ends 1991 11 30
Ward No. 4—MRS. R. VAN HORNE	Term ends 1991 11 30
Ward No. 5—CANON J. H. ROGERS	Term ends 1991 11 30
Ward No. 5—MISS M. CUNNINGHAM	Term ends 1991 11 30
Ward No. 6—MRS. J. L. DEANS.....	Term ends 1991 11 30
Ward No. 6—MRS. M. E. LOWE.....	Term ends 1991 11 30
Ward No. 7—MISS H. DETWILER.....	Term ends 1991 11 30
Ward No. 7—MR. P. C. KENNEDY.....	Term ends 1991 11 30
Ward No. 7—MR. G. KORZ	Term ends 1991 11 30
Ward No. 8—MRS. M. C. CLARKE.....	Term ends 1991 11 30
Ward No. 8—MR. W. R. HICKS	Term ends 1991 11 30
Ward No. 8—MR. J. PENNER.....	Term ends 1991 11 30

French Language Section

Trustees Elected by French-Language Electors

MR. J. DESMARAIS	Term ends 1991 11 30
MRS. M. PATENAUDE BARKER	Term ends 1991 11 30
MR. H. PAQUIN	Term ends 1991 11 30

OFFICERS OF THE BOARD

- K. A. RIELLY, B.A., B.ED., M.Sc(Ed.)..... Director of Education and
Secretary and Chief Executive Officer
- A. L. STOCKWELL, B.A., B. Ed.Associate Director
of Education
- P. S. BEVERIDGE, B.A., B. Ed., M. Ed.Superintendent
of Curriculum, Special
and Educational Services
- P. E. SHEWFELT, C.M.A.Superintendent of Finance
- B. SINCLAIR, B.A.Superintendent of Human Resources
- R. F. K. KAWAI, BMath., M.A.Superintendent of
Information Management Services
- R. T. ORLANDO, B.A.Superintendent of Plant
- J. FORRESTER, B.A., M.A. M. Ed.Superintendent
of Schools, Area 1
- F. KELLY, B.A., M.Sc.Ed.Superintendent
of Schools, Area 2
- R. W. BINNS, B.Sc., M.Ed.Superintendent
of Schools, Area 3
- P. GILLIE, B.A., M.S.Ed.Superintendent
of Schools, Area 4
- D. ROTHWELL, B.A., M.Ed.Superintendent
of Schools, Area 5
- R. LAVOIE, B.A., Sc.Ed.Superintendent of Schools,
French as First Language

ORGANIZATION OF THE BOARD

MARY CAYE CLARKE, CHAIRMAN

RAY MULHOLLAND, VICE-CHAIRMAN

HUBERT PAQUIN, CHAIRMAN,
FRENCH LANGUAGE SECTION

DEVELOPMENT COMMITTEE

Trustees Allen (Chairman), Barker, Deans, Kennedy, Korz, A. Stewart and Clarke (Chairman of the Board).

OPERATIONS MANAGEMENT COMMITTEE

Trustees Cunningham (Chairman), Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke (Chairman of the Board).

PERSONNEL & ORGANIZATION COMMITTEE

Trustees Hicks (Chairman), Baskin, Johnston, Mulholland, Paquin, R. Stewart, Van Horne and Clarke (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE

Trustees Bishop, Desmarais, Mulholland and Clarke (Chairman of the Board), one representative from each of the local associations (not to exceed twelve), and one or more additional members not from the above groups.

BUDGET REVIEW

All members of the Board.

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS COMMITTEE

Trustees Detwiler (Chairman), Barker, Bishop, Kennedy, Rogers and Clarke (Chairman of the Board).

JOINT COMMITTEE WITH THE HAMILTON WENTWORTH SEPARATE SCHOOL BOARD

Trustees Deans, Detwiler, Paquin and Clarke (Chairman of the Board).

RULES AND REGULATIONS COMMITTEE

Trustees Baskin, Desmarais, Johnston, Lowe, Penner, Van Horne and Clarke (Chairman of the Board).

IDENTIFICATION, PLACEMENT AND REVIEW COMMITTEE

Trustee Bishop.

MINUTES
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
1988

INAUGURAL MEETING

Board Room,
Education Centre,
1988 12 01

The Board met with Mr. K. A. Rielly, Director of Education and Secretary, presiding.

Present: Trustees Allen, Barker, Baskin, Bishop, Clarke, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

The Secretary of the Board read the following results as received from Mr. E. A. Simpson, City Clerk:

“Please be advised that at the City of Hamilton Municipal Election held on Monday, November 14, 1988, the candidates as follows were duly elected to the Board of Education for the City of Hamilton:

Members, English Language Section

- Ward 1 — Marjorie Baskin, Judith Bishop
- Ward 2 — Anne Stewart and John A. Johnston
- Ward 3 — Bert Allen and Bob Stewart
- Ward 4 — Ray E. Mulholland and Ruth Van Horne
- Ward 5 — Margaret Cunningham and Joe Rogers
- Ward 6 — June L. Deans and Marion Lowe
- Ward 7 — Helen Detwiler, Peter Kennedy and
Geoff Korz
- Ward 8 — Wes Hicks, Mary Caye Clarke and
John Penner

Members, French Language Section

Jean Felix Desmarais, Hubert Paquin and
Marie Patenaude Barker."

The Secretary then called for nominations for the position of Chairman of the Board.

Moved by Mr. Hicks, seconded by Mr. Penner: That Mary Caye Clarke be Chairman of the Board of Education for the City of Hamilton for the year ending 1989 11 30. Carried.

The Secretary then called for nominations for the position of Chairman of the French Language Section.

Moved by Mr. Desmarais, seconded by Mrs. Barker: That Hubert Paquin be Chairman of the French Language Section for the year ending 1989 11 30. Carried.

Mrs. Clarke took the chair and proceeded with the business of the meeting. She called for nominations for the position of Vice-Chairman of the Board.

Moved by Miss Cunningham, seconded by Mr. Kennedy: That Ray Mulholland be Vice-Chairman of the Board of Education for the City of Hamilton for the year ending 1989 11 30. Carried.

The other business of the meeting took place as follows:

Moved by Mrs. Van Horne, seconded by Miss Cunningham: That the Rules and Regulations of the Board, as amended and approved in 1988, be adopted for the year ending 1989 11 30. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Stewart: That the membership of the following committees be approved for the year ending 1989 11 30:

Development Committee

Trustees Allen, Barker, Deans, Kennedy, Korz, A. Stewart and Clarke (Chairman of the Board).

Operations Management Committee

Trustees Bishop, Cunningham, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke (Chairman of the Board).

Personnel & Organization Committee

Trustees Baskin, Hicks, Johnston, Mulholland, Paquin, R. Stewart, Van Horne and Clarke (Chairman of the Board).

Special Education Advisory Committee

Trustees Bishop, Desmarais, Mulholland and Clarke (Chairman of the Board), one representative from each of the local associations (not to exceed twelve) and one or more additional members not from the above groups.

Budget Review

All members of the Board.

**Supervised Alternative Learning for
Excused Pupils Committee**

Trustees Barker, Bishop, Detwiler, Kennedy, Rogers and Clarke (Chairman of the Board).

**Joint Committee with the Hamilton-Wentworth
Separate School Board**

Trustees Deans, Detwiler, Paquin and Clarke (Chairman of the Board).

Rules and Regulations Committee

Trustees Baskin, Desmarais, Johnston, Lowe, Penner, Van Horne and Clarke (Chairman of the Board).

Identification, Placement and Review Committee
Trustee Bishop.

The motion was put to a vote and was carried.

Moved by Mrs. Barker, seconded by Mr. Penner: That Trustee Allen be Chairman of the Development Committee for the year ending 1989 11 30. Carried.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That Trustee Cunningham be Chairman of the Operations Management Committee for the year ending 1989 11 30. Carried.

Moved by Miss Cunningham, seconded by Mrs. Deans: That Trustee Hicks be Chairman of the Personnel & Organization Committee for the year ending 1989 11 30. Carried.

Moved by Mr. Kennedy, seconded by Mr. Korz: That Mrs. Judith Bishop represent this Board on the Hamilton Council of Home and School Associations for the year ending 1989 11 30. Carried.

Moved by Mr. Hicks, seconded by Miss Cunningham: That Mrs. Anne Stewart and Mr. John Penner represent this Board on the Parks and Recreation Committee of City Council for the year ending 1989 11 30. Carried.

Moved by Dr. Johnston, seconded by Mrs. Bishop: That Mr. Paul Shewfelt represent this Board on the Planning and Development Committee of City Council for the year ending 1989 11 30. Carried.

Moved by Mrs. Bishop, seconded by Dr. Johnston: That Mr. William Urie represent this Board on the Hamilton Safety Council for the year ending 1989 11 30. Carried.

Moved by Mrs. Deans, seconded by Miss Detwiler: That Miss Sue Wilson represent this Board on the Transport and Environment Committee of City Council for the year ending 1989 11 30. Carried.

Moved by Miss Detwiler, seconded by Mr. Penner: That Mr. Geoff Korz represent this Board on the Co-operative Education Association for the year ending 1989 11 30. Carried.

Moved by Mrs. Baskin, seconded by Mr. Kennedy: That Margaret MacGillivray and Percy W. Diebel be recommended as representatives to the Hamilton Library Board for the three-year term ending 1991 11 30. Carried.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That Mr. S. M. Halpern, Mr. E. L. Stringer, Q.C., and the firm of Evans, Philp be appointed solicitors for the Board of Education for the City of Hamilton for the year ending 1989 11 30. Carried.

Moved by Mr. Penner, seconded by Miss Detwiler: That Spicer MacGillivray be appointed auditors for the Board of Education for the City of Hamilton for the year ending 1989 11 30. Carried.

Moved by Mrs. Baskin, seconded by Mrs. Bishop: That this meeting of the board now recess and reconvene at 8:00 p.m. in the Auditorium of the Education Centre. Carried.

The members joined the many guests, staff, family and friends of the Chairman in the auditorium for the second half of the proceedings.

The Secretary of the Board introduced Mrs. Mary Caye Clarke as Chairman of the Board of Education for the City of Hamilton, Ray Mulholland as Vice-Chairman of the Board and Hubert Paquin as Chairman of the French Language Section for the year ending 1989 11 30.

Mrs. Clarke called on Rev. Routliffe to give the invocation following which she gave her Inaugural Address.

The Chairman then called on four of the new elected trustees, Mrs. Bishop, Dr. Johnston, Mr. Korz and Mrs. Stewart, for remarks.

Mrs. Ruth Van Horne, Chairman of the Board for 1986, 1987 and 1988, was presented with the customary gift.

Mr. Bruce Wallace, Chairman-Elect from the Wentworth County School Board, and Father Kennedy, Chairman-Elect from the Hamilton-Wentworth Separate School Board, brought greetings and wished Mrs. Clarke well in her term of office.

The Secretary of the Board read greetings from His Worship Mayor Morrow and Regional Chairman, Wm. L. Sears.

Julian Miller, Student Council President at Westdale Secondary School, then presented Mrs. Clarke with a gavel.

The Chairman thanked Ian Howells, a student at Sir Allen MacNab Secondary School, for his piano selections while members and guests entered the auditorium, and introduced the Hill Park Players — under the leadership of

teacher Bill Cooke — who presented an excerpt from their upcoming play "Snoopy".

The members and guests were invited to partake of refreshments at the conclusion of the ceremonies.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

CHAIRMAN'S INAUGURAL ADDRESS

December, 1988

Honoured Guests, Ladies and Gentlemen, Fellow Trustees:

**Inauguration — “the act of installing a person or persons in office”
“a formal beginning”**

In common with most newly elected Chairmen, I stand here this evening with mixed feelings — I sought this position and was supported by my peers — for that I am deeply grateful! ! ! However, with that success comes a bag of mixed feelings. I have large shoes to fill — Trustee Van Horne has given superb leadership to this Board for the past 3 years — during some very difficult times! ! ! The comforting fact is that I'm not alone. With the cooperation and good will of my fellow trustees and the support of our excellent staff, we, the 1989 Board shall “measure up”. (The Chairman introduced the 1989 Board of Trustees.)

The rapid changes within Society make our work increasingly difficult. In order to serve our young people, the community, and yes, the future of this country, we must learn to adapt to change. This will mean new programs, programs offered in a non-traditional manner and the phasing out of some programs that no longer meet the needs of the community. With this in mind, we have started a review of secondary education and, under the leadership of our Director of Education, Mr. Keith Rielly and his excellent staff, good decisions will be made.

During the past two years, we have been in the process of decentralizing the administrative structure of the Board in order to improve our delivery of service to the schools (grass roots). A new organization of senior staff will result in better communication throughout the system and avoid the duplication of effort. Any major change such as this creates turmoil before it begins to function properly. We must give it time to settle in! ! ! With patience and trust, both staff (the people who operate our school system) and trustees (the policy makers) will begin to appreciate the change and work with confidence within the new structure.

The Provincial Government through the Education Act empowers Boards of Education to deliver program. Thus local autonomy is maintained, and, while Boards must adhere to Provincial legislation, they are responsible to the communities they serve. Many legislated changes have been imposed upon us as a Board during the past few years by the Ministry.

These have included Bill 82, Bill 75, Bill 30 to name a few. Along with these pieces of legislation are reports, such as the Macdonald Commission Report (on financing education), the Radwanski Report (on delivering education) and the Premier's Council Report (on the importance of education in our society). These are presently on the back burner, but are due to be reviewed seriously by this government. The Provincial dollar for public education has been severely stretched and it is my opinion that this government will be looking at other means of financing education.

Trustees, the people who directly represent the community, have the right — indeed the obligation, to insist on full consultation by the Provincial Government prior to any legislated changes in financing education. This can be done both at the local level, through dialogue with our MPP's, and through our Provincial trustee association. Our local taxpayers depend on us! ! ! We must not fail them! ! !

I'm honoured to have as guests this evening, my husband, Don, son Brian and daughter Judy. Unfortunately, Sandra is away at school and couldn't join us.

Don, my election campaign manager, chief motivator and map wizard, no easy task on the west mountain these days, managed to keep me right on the heels of my ward mate Wes Hicks and my new running mate, John Penner. Don has always given me great support in my endeavours. With a son and daughter whose response at election time is "What can we do Mom?", I'm most fortunate. Please take a moment during the reception following this ceremony to meet my family.

I wish to close this "formal beginning" with a quotation from J. F. Kennedy. This quotation was framed and left with us by a former Trustee, Robb Webb, who resigned from this Board when he moved to London, Ontario: That quotation is: "Our task is not to fix the blame for the past, but to fix a course for the future".

I look forward to a future where Trustees, in co-operation with staff, will work together to ensure that the Board of Education for the City of Hamilton remains committed to excellence. "Serving Today, Building Tomorrow".

Thank you.

MARY CAYE CLARKE,

MINUTES OF THE
SPECIAL IN-CAMERA MEETING
OF THE BOARD

Board Room
Education Centre
1988 12 14

The Board met.

Present: Trustees M. C. Clarke (Chairman), Allen, Barker, Baskin, Bishop, Cunningham, Detwiler, Kennedy, Korz, Mulholland, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary) and Mrs. S. Rogers (Assistant to the Secretary).

The Chairman advised the members the purpose of this special in-camera Board meeting was to interview the final three candidates for the position of Superintendent of Information Management Services.

Each candidate was then interviewed at his appointed time at the conclusion of which the Director shared with the trustees information on the references of each candidate.

A vote by secret ballot resulted in the following action:

Moved by Mr. Stewart, seconded by Mr. Korz: That Richard Kawai be appointed to the position of Acting Superintendent of Information Management Services, effective 1989 01 09, for a five year term, renewable, with salary according to schedule. Carried.

Discussion then followed on the qualifications for supervisory officer certificates with members expressing concerns relative to the ineligibility of certain staff.

Trustee Baskin presented a motion requesting this Board communicate to the Ministry of Education its concern regarding the eligibility of individuals from the business staff to qualify for enrollment in the Program of School Management which would then enable them to take the Supervisory Officer's examination.

Following deliberation, Trustee Rogers challenged the legality of the motion on the floor noting that this special meeting was called for a specific purpose and all members were not aware this concern would be raised.

Trustee Baskin then stated she would place this motion before the Board at its meeting the following evening.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1988 12 15.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Beveridge (Superintendent of Curriculum, Special and Educational Services), Orlando (Superintendent of Plant), Shewfelt (Superintendent of Finance and Treasurer), Sinclair (Superintendent of Human Resources), Kelly (Superintendent of Schools — Area 2), Binns (Superintendent of Schools — Area 3), Rothwell (Superintendent of Schools — Area 5), Lavoie (Superintendent of Schools — French as a First Language), Ms. Rappolt (Assistant Superintendent, Curriculum), Yurkiw (Assistant Superintendent, Special Services) and Mrs. Rogers (Assistant to the Secretary).

The minutes of the last regular meeting of 1988 11 17 and special meeting of 1988 11 10 were adopted as presented.

Mr. Rielly drew the members' attention to the display in the centre of the room. Fred Neumann, Chairman, Archives Committee, spoke briefly about the materials that had been gathered thus far for the archives. He said the bricks placed on each trustee's desk were from Bartonville School and that the Archives Committee had the plaque placed on each for a remembrance. Also before them was a 1903 class picture from Bartonville School. Dave Brown, Special Assignment Teacher, Outdoor Education, then detailed some of the items on the table, which included items recovered from the Wentworth Street School that was recently destroyed by fire. Also displayed was a sample of items placed in the Jamesville capsule that will be reopened in 2038.

Trustee Baskin thanked the Archives Committee and expressed her appreciation on behalf of the trustees to Messrs. Neumann and Brown for initiating this project.

Mr. Rielly, on behalf of the officials, thanked Trustee Baskin for her comments and noted the extra demands on staff time this project has created.

Letters from the Hamilton-Wentworth Region requesting the appointment of a representative to serve on the City of Hamilton's Central Area Plan Implementation Committee; Andrew S. Brandt, Ontario Progressive Conservative Party, extending congratulations as the Board begins its new term and offering assistance during deliberations on issues involving the provincial government; Chris Ward, Minister of Education, approving the sale of Inverness School by the process of public tender; notes of thanks from the Laxtons, R. Turner and C. McCulloch for the Quarter Century Dinner; and notes of thanks from the staffs at Barton, Queen Mary, Dr. Davey, Glendale and Woodward Schools for the Secretarial Recognition Day were read to the members. Placed on the trustees' desks were copies of letters from CHML and Channel 11 in response to the Board's communication relative to the election coverage, the Ministry of Colleges and Universities re French as an option in primary/junior pre-service programs, and Mrs. Girard writing in support of the play "Touching".

Moved by Mrs. Deans, seconded by Mrs. Lowe: That Trustee Anne Stewart represent this Board on the Central Area Plan Implementation Committee. Carried.

The remainder of the correspondence was received and ordered filed.

Trustee Bishop gave notice that she will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS: the beliefs of the Board of Education include the following:

"People are our most important resource."

"Parents and community organizations can provide positive input to schools."

"Decisions are best made closest to the source of those affected by them."

"Good public relations.";
(Beliefs in *New Opportunities: A Framework for Planning*,
The Board of Education for the City of Hamilton, 1988,

WHEREAS: under present Rules and Regulations of the Board there are no written procedures governing how the community may make submissions to sub-committees, advisory committees and ad hoc committees of the Board;

WHEREAS: under present Rules and Regulations the community may make representation to the Standing Committees of the Board. However, these are virtually restricted to well organized and articulate groups by the nature of the regulations governing the manner of their presentations:

"A request to appear before the committees should be made in writing to the Secretary of the Board and should state the nature of the request, at least ten days in advance of the Committee meeting." (Section 85 [c])

"It is the responsibility of the individual or group making the presentation to supply sufficient typed or printed copies of the brief (50 copies). Copies of these briefs are to be at the Office of the Secretary of the Board preferably eight days prior but no later than 9:00 a.m. of the day prior to the Committee meeting." (Section 85 [g])

(However, these restrictions are slightly modified if the matter under discussion relates to accommodation matters. (Section 85 [h]));

BE IT THEREFORE RESOLVED: That the Rules and Regulations Committee be requested to consider ways to improve opportunities for communications between the Board of Trustees and the public and bring a report with recommendations back to this Board by June, 1989.

Trustee Bishop gave notice that she will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS: the Board of Trustees is accountable to public school voters for its actions;

WHEREAS: the physical arrangement of the Board Room prevents clear visibility for the media and members of the public of how all trustees are voting;

WHEREAS: present Rules and Regulations of the Board allow for the entering of the names of those who vote for and those who vote against a question in the minutes only when "any member demands the yeas and nays" (Section 24);

BE IT THEREFORE RESOLVED: That the Rules and Regulations Committee be requested to consider the amending of Section 24 to read: "Upon a division of the Board the names of those who vote for and of those who vote against the question be entered upon the minutes."

Committee reports were presented as follows:

French Language Section — Mr. Paquin
Development Committee — Mr. Allen
Operations Management — Miss Cunningham
Personnel & Organization, regular and special — Mr. Hicks

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the General Part of the report of the French Language Section be adopted as presented.

Trustee Van Horne said that, if this motion was indeed a General item and the French Language Section was asking the Board to communicate its dissatisfaction to the Ontario Public School Boards' Association, she could not vote in favour nor support it as she felt OPSBA was very supportive throughout the election.

Mr. Rielly clarified that OPSBA was not in favour of the appeal being lodged by the Association of Francophone Trustees for Ontario.

Trustee Paquin was asked why the objection to OPSBA seeking intervenor status in this matter and he replied that the French Language Sections of the six boards of education which are affected should have been consulted prior to OPSBA going to the Supreme Court of Ontario.

Trustee Van Horne pointed out that when all this was happening the time lines were short and she believed that a Trustees' organization, at times, must act quickly on our behalf. She stressed that she could not vote in favour of this motion without much clearer information both from our French Language Section and from OPSBA.

Trustee Baskin objected to the placement of this item on the General agenda. She pointed out that the reason she requested a review of agenda structures regarding the jurisdiction of the French Language Section and the English Language Section was to clarify these kinds of issues.

Mr. Rielly and Trustee Paquin explained that the French Language Section is requesting this Board's support relative to the issue related in the motion and that is why it is under General.

Trustee Clarke agreed with Trustees Detwiler and Van Horne that there was insufficient information this evening to make a decision.

Moved by Mrs. Van Horne, seconded by Mr. Rogers: That Clause (a) General French Language Section, be referred to the Operations Management Committee.

Trustee Baskin asked to have her opposition recorded as she felt it is against the Education Act to vote on this motion.

The motion was then put to a vote and was Carried.

Moved by Mr. Allen, seconded by Mrs. Stewart: That the General Part of the report of the Development Committee be adopted.

In speaking to clause 1 (d), Trustee Deans read an excerpt from a November 16 meeting of secondary school vice-principals which relayed concerns around disciplinary procedures and she emphasized the need to clearly communicate the Board's position.

The motion was then put to a vote and was Carried.

Moved by Miss Cunningham, seconded by Miss Detwiler: That the General Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mr. Mulholland: That the General Part of the Report of the Personnel and Organization Committee be adopted.

Trustee Lowe requested information about the person recommended for the position of Manager, Collective Bargaining Services. Mr. Sinclair said that Mr. McLeish is a teacher with the Scarborough Board of Education and President of the local Elementary Teachers' Federation and pointed out that he has extensive collective bargaining experience.

In response to Trustee Lowe's question, Mr. Sinclair said that 45 applications were received as a result of advertising within the Board, in the local newspaper and the Globe and Mail. There were over 12 interviewed and this number was short listed to 4. The Board's selection panel included 2 trustees as well as officials of the Board. It was their consensus that Mr. McLeish was the candidate with the best qualifications.

Trustee Lowe asked that she be recorded as not supporting this motion, not against the person being recommended by rather in support of our own staff being our best resource.

Trustee Detwiler outlined the decision-making process of the selection committee and also expressed her personal disappointment when an outside person is chosen for a position. However, when the fine details were taken into account, the person being recommended had an excellent interview and possessed the necessary experience to make a successful negotiator at the table.

Trustee Mulholland spoke in support of Trustee Lowe and he implored the Board to provide in-service training for the staff in the business panel.

Mr. Rielly thanked Trustee Mulholland for this support of our Staff Development program for all employees of the Board.

Trustee Baskin expressed her view that positions at this level should be determined by the Trustees. Currently, only positions above that of a principal fall under that category but since the remuneration for this position is greater than for a principal, it too should be determined by Trustees.

At the request of Trustee Lowe, clause 1.(n), was voted on separately and was adopted. The report, with the exception of clause 1.(n), was then adopted.

Moved by Mrs. Baskin, seconded by Mr. Mulholland: That the Hamilton Board of Education petition the Ontario Ministry of Education to reconsider, as soon as possible, and to update the eligibility requirements of individuals from the Business Panels of Ontario School Boards, which will enable them to enroll in the Ministry Supervisory Officer's Course, and

That the Ministry pay special attention to the exclusion of individuals holding a Certificate of Industrial Management from the course, and

That the appropriate trustee, and educational officials' organizations be informed of the action of the Hamilton Board of Education and be requested to support our petition.

The Chairman informed the trustees that a two-thirds majority vote would be required to allow discussion. The motion received the two-thirds majority and discussion on the item was held "in-camera" at the end of the meeting where the motion was adopted.

FRENCH LANGUAGE SECTION

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

A letter from the Ontario Secondary School Teachers' Federation requesting a trustee representative on the judges' panel for the selection of the Walter Clarke Outstanding Teacher Award was read to the members.

Moved by Miss Detwiler, seconded by Mrs. Deans: That Trustee Korz act as a judge in the selection of the Walter Clarke Outstanding Teacher Award. Carried.

Trustee Korz asked that when a reply is sent to the OSSTF, a request be made that the first meeting be held in February to eliminate any possibility of a conflict of interest.

Moved by Mr. Allen, seconded by Mr. Korz: That the Elementary/Secondary part of the Report of the Development Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mrs. Van Horne: That the Elementary/Secondary part of the Report and Special Report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
FRENCH LANGUAGE SECTION
First Report**

Present: Hubert Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: R. Lavoie (Superintendent of Schools — French As a First Language)

The Section recommends:

1. That the following recommendations of the Director of Education be approved:

(a) That Annette Gibson be appointed to the Probationary Staff, effective 1989 01 02, with salary according to schedule.

(b) That the request of Jocelyne Clutterbuck for an extension of her Personal Leave of Absence, effective 1989 02 01 to 1989 08 31, be granted.

(c) That the timetable of Denise Gauthier be increased from 3/6 to 6/6 (full time Semester 1 and 2), effective 1989 02 01.

2. That the necessary steps be taken to organize a Comité de Liaison meeting on 1989 02 11, to be held at the Education Centre, and to correspond to feeder Boards.

3. That the members extend to Hubert Paquin their appreciation for the courteous and efficient manner in which the business of the Council has been conducted during the past year.

4. That the members extend to Mr. Lavoie their appreciation for his assistance and guidance of the French Language Education Council during the past year.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Meeting Room,
1988 11 29.

**REPORT OF THE
FRENCH LANGUAGE SECTION**

Present: Hubert Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: R. Lavoie (Superintendent of Schools — French As a First Language).

The Section recommends:

GENERAL

(a) That the French Language Section request the Hamilton Board of Education communicate to the OPSBA its objection to its seeking intervenor status before the Supreme Court of Ontario in the matter of Francophone Trustees' representation and appeal of the ensuing decision.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Meeting Room,
1988 11 29.

**REPORT OF THE
DEVELOPMENT COMMITTEE
First Report**

Present: B. Allen (Chairman); Trustees Barker, Deans, Kennedy, Korz, and A. Stewart.

Also Present: Trustees Bishop, Cunningham, Detwiler, Johnston, Mulholland, Penner, Rogers, B. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Binns (Superintendent of Schools, Area 3), F. Kelly (Superintendent of Schools - Area 2), P. Gillie (Superintendent of Schools - Area 4), D. Rothwell (Superintendent of Schools - Area 5), R. Lavoie (Superintendent of Schools, French as a First Language), J. Yurkiw (Assistant Superintendent of Special Services), G. Rappolt (Assistant Superintendent of Curriculum), E. Hodgins (Manager, Financial Services).

The Committee recommends:

GENERAL

1. That the following recommendations relative to the Framework for Future Initiatives, Alcohol and Drug Abuse, be approved:

(a) Provide schools with current information and in-service through the use of school and community resources on an ongoing basis.

(b) Initiate a health education review of all grades regarding healthy living and alcohol and drug information based on new Ministry guidelines by September, 1989.

(c) Review and establish the need for possible additional resources (staff) in order to provide appropriate co-ordination and in-service in the area of Drug Education by September, 1989.

(d) Develop Board policy on Drug Education, counselling and intervention services and disciplinary procedures, based on guidelines developed by the Advisory Committee on Drug Policy: Ministry of Education, by September, 1990.

2. That the recommendations contained in the Interim Report from the Secondary School Study sub-committee on Vocational School Accommodations be referred to the umbrella Secondary School Study Committee, along with the information from the community as forwarded by Trustee Rogers, and that the committee report back not later than January, 1989.

ELEMENTARY/SECONDARY

1. That the report on Westmount 1990 be received for information.

Respectfully submitted,

BERT ALLEN,
Chairman.

Board Room,
1988 11 05.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
First Report**

Present: Margaret Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Baskin, Deans, Johnston, Kennedy, Korz, Mulholland, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum and Special and Educational Services), F. Kelly (Superintendent of Schools - Area Two), R. Binns (Superintendent of Schools - Area Three), D. Rothwell (Superintendent of Schools - Area Five), B. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), J. Yurkiw (Assistant Superintendent of Special Services), D. Kelterborn (Manager, Property/Insurance), G. Rutledge (Budget Supervisor), E. Hodgins (Manager, Financial Services), Mrs. S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Superintendent of Plant be authorized to re-tender in January, 1989 for the George R. Allan Elementary School addition, based on the scale drawings presented, outlining the scope of the work.

2. That the following committees be re-constituted for 1989 with the same number of members as in 1988, to be named by the Chairman of the Board and with the same goals and objectives as in 1988:

Communications Advisory Committee (5)
Name Search Committee — Block 79 (5)
Committee To Study Future Parking Needs (5)
A.I.D.S. Policy (5)
Microcomputer Advisory Committee (5)
Committee to Study Transportation Implications —
French Immersion and Other Programs (5)

3. That the following resolutions regarding Signing authority be approved:

(a) That the Canadian Imperial Bank of Commerce (the Bank) be and it is hereby authorized and directed to pay all instruments purporting to be cheques, drafts or orders for the payment of money issued by the Corporation and purporting to bear facsimile signatures of the following officers who are authorized to sign such instruments for and on behalf of the Corporation:

The Chairman and the Superintendent of Finance and Treasurer;

(b) That all such instruments may be dealt with by the Bank to all intents and purposes and shall bind the Corporation as fully and effectually as if signed in the handwriting of and duly issued by such persons for and on behalf of the Corporation;

(c) That the Corporation shall provide the Bank with a certified copy of this resolution and specimens of such facsimile signatures which may be acted upon by each branch of the Bank with which any dealings are had by the Corporation until notice to the contrary or of any change therein has been given in writing to the Manager or Acting Manager of such branch.

4. That the report on the Investment of Short Term Funds be received for information.

5. That the report on Cash Flow be received for information.

6.(a) That the following representatives from Community Organizations, as presented to Board members, be appointed as members to the Special Education Advisory Committee, for a period of 3 years, beginning December 1, 1988 and extending through November 30, 1991:

Association for Bright Children — Doreen Knol

Association for Children and Adults with Learning Disabilities
— Sylvia Trott

Autistic Society — Ian Adamson

Canadian Hearing Society — Lynn Ormerod

Canadian National Institute for the Blind Parents' Committee
— Jeff Foster

Downs' Syndrome Association — Frances Oommen

Hamilton and District Association for the Mentally Retarded
— Joseph Harwood

Hamilton and District Parents of Disabled Children
— Judy Masters

Hamilton and District Society for Disable Children
— Nalda Dalziel

Hamilton Council of Home and School — Liz Warren

(b) That the following Additional Members be appointed to the Special Education Advisory Committee:

Augmentative Communications Collective

— Geraldine Schram

Hamilton-Wentworth Home Care Program — Vida Mazza

Ontario Psychological Association — Dr. J. Toby

(c) That the following Non-voting Community Representative be appointed to the Special Advisory Committee:

Community Resource

Chedoke-McMaster Hospitals, Dr. P. Newberry

7. That the following report of the Special Education Advisory Committee be approved:

(a) That the officials ascertain the effectiveness of the All Terrain Wheelchair Vehicle by either borrowing or purchasing one from the supplier and thereby determine the number that may be required to meet the needs of the system.

8. That the following report on the Renewal of Insurance Policies be approved:

LIABILITY INSURANCE

One-year policy 1989 01 01 to 1989 12 31 — Ontario School Board's Insurance Exchange — Premium — \$146,134.

Comprehensive General Liability Insurance

Coverage \$10,000,000.

Covers world wide activities of the Board.

Bodily injury each person

Each Occurrence Inclusive limit \$10,000,000

Property Damage each accident

Non-owned automobile coverage — third party liability.

Incidental Professional and Malpractice Liability

Environmental Impairment

Errors and Omissions

Legal Expense

AVIATION AND TRAVEL FOR TRUSTEES

One-year policy 1989 01 01 to 1989 12 31 — Seaboard Life Insurance Company — Premium \$551.

Principal Sum — \$50,000

Physical, Surgeon, Dental, Hospital Nurse \$10,000

Weekly Accident Indemnity \$50-\$300

Aggregate Limit — \$1,000,000

Policy has been arranged by the Ontario School Trustees Council on behalf of themselves and specified School Boards. Covers all Trustees, Special Education Advisory Committee Members.

AUTOMOBILE INSURANCE

One-year policy — 1989 01 01 to 1989 12 31 — Frank Cowan and Company, Dalton Insurance Brokers Ltd. Premium — \$16,489

Coverage \$10,000 — Third-party liability

Deductible — comprehensive — \$100

Bodily injury, death, property damage including passenger hazard

Total 32 vehicles insured.

PROPERTY OF EVERY DESCRIPTION

One-year policy 1989 01 01 to 1989 12 31 — Frank Cowan and Company, Dalton Insurance Brokers Ltd. Premium — \$187,283.

Fire, Burglary and Theft

Coverage — \$340,406,041.

Deductible — \$10,000 each occurrence

Includes all microcomputers and accessories in schools and at the Education Centre.

Extra Expense — \$100,000.

House on East Avenue — \$68,028

Coverage on all building and contents as per agreed schedule of values filed with the insurers. Replacement cost coverage. Rate for 1989 — \$.055 per \$100.

CRIME — DISHONESTY, DESTRUCTION, DISAPPEARANCE

One-year policy 1989 01 01 to 1989 12 31 — Frank Cowan and Company, Dalton Insurance Brokers Ltd. Premium — \$5,827.

Covers all vaults to \$2,000 — increases to \$5,000 during night school registration.

Bonding for all employees \$500,000 per employee.

12 secondary vaults, 6 vocational vaults, 2 Ed. Centre vaults.

Night school registration — 11 vaults for 3 weeks — \$5,000 each.

Interior messenger and paymaster robbery insurance.

DATA PROCESSING

One-year policy 1989 01 01 to 1989 12 31 — Frank Cowan and Company, Dalton Insurance Brokers Ltd. Premium — \$1,269.

Coverage — \$75,000 owned equipment

Deductible — \$1,000

Equipment in Ed. Centre computer room, Extra Expense and Media coverage — \$150,000

Extra Expense — \$250,000

Property in Transit — \$10,000

BOILER AND MACHINERY

One-year policy 1989 01 01 to 1989 12 31 — Frank Cowan and Company, Dalton Insurance Brokers Ltd. Premium — \$13,975.

Coverage — \$5,000,000

Deductible — \$5,000

Policy automatically extends to cover such objects as miscellaneous apparatus and transformers, plus extra expense coverage of \$100,000.

Broad coverage includes repair and replacement.

Covers boiler explosion, sudden or accidental burnout, breakdown, cracking of a boiler.

TOTAL PREMIUMS FOR ALL INSURANCE 1989 — \$371,528.

9. That the following recommendations regarding the Section 16 Programs be approved:

(a) That subject to approval by the Board of Education for the City of Hamilton and approved funding by the Ministry of Education, effective January, 1989, an educational program be provided at the Adolescent Day Treatment Program (Woodview Children's Centre) at no cost to the Board.

(b) That subject to approval by the Board of Education for the City of Hamilton and approved funding by the Ministry of Education, effective January, 1989, an educational program be pro-

vided at Patterson House (Dawn Patrol Group Homes - Phase II Open Custody), at no cost to the Board.

10. That the Capital Expenditure Forecast for 1990 to 1994 be approved for submission to the Ministry of Education.

11. That the 1989 Proforma Budget be received for information.

ELEMENTARY/SECONDARY

1. That no action be taken with respect to the sign at Central Elementary School.

2. That the following recommendations of the Director of Education be approved:

(i) That up to 135 students from the Hamilton Secondary Schools, Grades 9-13, be permitted to attend a city-wide trip to Quebec City, 1989 05 18-21 (Thursday to Sunday).

(ii) That 9 chaperones supervise the city-wide trip to Quebec City, 1989 05 18-21 and that each receive \$120 for their expenses.

(iii) Barton, Grades 10-13, Outdoor Education, Talisman Mountain Resort, 1989 01 12 (Thursday) and 1989 02 14 (Tuesday).

(iv) Delta, Grades 9-13, Hockey Tournament, North Bay, 1988 12 15-18 (Thursday to Saturday).

(v) Delta, Hill Park, Grades 9-13, Cross Country Ski Meet, Hardwood Hills (Barrie), 1988 12 13 (Tuesday).

(vi) Delta, Hill Park, Grades 9-13, Cross Country Ski Meet, Hardwood Hills (Barrie), 1989 01 04 (Wednesday).

(vii) Delta, Hill Park, Grades 9-13, Cross Country Ski Meet, Hardwood Hills (Barrie), 1989 01 12 (Thursday).

(viii) Hill Park, Grades 9-10, St. Donat, Quebec, 1989 02 22-26 (Wednesday to Sunday).

(ix) Scott Park, Basketball Tournament, Windsor, 1988 12 09-11 (Friday to Sunday).

(x) Sir Winston Churchill, Westmount, Grades 11-13, Paris, France, 1989 03 09-18 (Thursday to Saturday) — Glendale also going — approved at October meeting.

(xi) C. B. Stirling, Grade 8, Quebec City, 1989 06 07-10 (Wednesday to Saturday).

(xii) Chedoke, Grade 8, Ottawa, 1989 05 10-12 (Wednesday to Friday).

(xiii) Chedoke, Grade 8, Quebec City, 1989 05 10-13 (Wednesday to Saturday).

(xiv) Dalewood, Grade 7, Outdoor Education, Camp Wanakita, 1989 01 08-11 (Sunday to Wednesday).

(xv) George L. Armstrong, Grade 8, Quebec City, 1989 02 15-18 (Wednesday to Saturday).

(xvi) George L. Armstrong, Grade 7, Midland, 1989 06 08-09 (Thursday to Friday).

(xvii) Ryerson, Grades 6-8, Outdoor Education, Camp Wanakita, 1989 02 12-15 (Sunday to Wednesday).

(xviii) Delta, Grades 11-13, Outdoor Education, Mount St. Louis, 1989 01 10 (Tuesday).

(xix) Sir Allan MacNab, Westmount, Grade 10, St. Donat, Quebec, 1989 01 11-14 (Wednesday to Saturday).

(xx) C. B. Stirling, Grade 7, Camp Wanakita, 1989 02 15-17 (Wednesday to Friday).

(xxi) C. B. Stirling, Grade 6, Camp Wanakita, 1989 05 28-31 (Sunday to Wednesday).

3. That the following report of the Special Education Advisory Committee be approved:

(a) That due to a large number of identified exceptional students at Dalewood, SEAC requests that appropriate extra staff be considered.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,

1988 12 06.

A D D E N D A

The following motions were considered at the December meeting of the Operations Management Committee on 1988 12 06 and were LOST:

GENERAL

1. That the Superintendent of Plant be authorized to re-tender in January, 1989 for a three story addition instead of a two story addition for George R. Allan Elementary School.

2. That the Board of Education for the City of Hamilton send a letter to the Minister of Education concerning the short fall of grants considered to be an expense of Separate School Funding recoverable from all Boards of Education and that the total dollar value should be recovered.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
First Report**

Present: R. Mulholland (Acting Chairman); Trustees Baskin, Johnston, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Allen, Bishop, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Korz, Penner, Rogers, and A. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Beveridge (Superintendent of Curriculum and Special & Educational Services), P. Gillie (Superintendent of Schools - Area 4), R. Lavoie (Superintendent of Schools - French as a First Language), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That Susan Holden be appointed to the position of Job Coach, Operation Employability, for a two year term, effective 1989 01 03 to 1990 12 31, at a salary of \$1,800 per month (10 month employment).

(b) That the following be appointed to the Caretaking and Maintenance Staff, on three months' probation, as an Assistant Caretaker, effective as shown, with wage rate according to the Collective Agreement:

Noreen Babb, 1988 11 16
Catherine Bent, 1988 11 21
Lonnie Brown, 1988 11 28
Maureen King, 1988 11 21
James Pinder, 1988 11 28
Kelly Prevost, 1988 11 16
Clint Robson, 1988 11 21
Bill Rotter, 1988 11 28

(c) That the resignation of Lillian M. Jerome, Cleaner, for the purpose of retirement, be accepted with regret, effective 1988 11 30.

(d) That the resignation of Rodney Smith, Caretaker, for the purpose of retirement, be accepted with regret, effective 1989 02 24 and that the Board's retirement gratuity be paid.

(e) That Jean Clark, Cleaning Staff, be promoted to the classification level of Assistant Caretaker, effective 1988 11 16, with wage rate according to the Collective Agreement.

(f) That Susan Scime, Clerical Staff, be promoted to the position of Secretary, Curriculum Department (Category C - maximum \$429.00 per week), effective 1988 12 01, with salary according to the salary schedule.

(g) That the request of Lois Campbell, Psychological Consultant, for a Maternal Leave of Absence, effective 1989 01 09 to 1989 05 05, in accordance with the Employment Standards Act, be granted.

(h) That the request of Shelley Pereira, Cleaning Staff, for a Maternal Leave of Absence, effective 1988 12 19 to 1989 04 14, in accordance with conditions governing Maternal Leave in the Collective Agreement, be granted.

(i) That Karen Courchesne be appointed to the probationary Clerical Staff (Category C - maximum \$429.00 per week), effective 1988 12 12, with salary according to the salary schedule.

(j) That Mary Kish, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1988 12 26.

(k) That Zora Milanovic be appointed to the probationary Clerical Staff (Category A-B - maximum \$379.00 per week), effective 1988 12 05, with salary according to the salary schedule.

(l) That the resignation of Kenneth Redfern, Caretaking Staff, for the purpose of retirement, effective 1988 12 30, be accepted with regret, and that the Board's gratuity be paid.

(m) That Kerry Emery, Clerical Staff, be promoted to the position of Clerk-Typist, Special Education (Category B2 - maximum \$394.00 per week), effective 1988 12 12, with salary according to the salary schedule.

(n) That James McLeish be appointed to the position of Manager, Collective Bargaining Services (Administrative Category 1 - maximum \$72,489 per annum), with a one year probation-

ary period, effective 1989 01 09, with salary according to the salary schedule.

(o) That Greg Rutledge be appointed to the position of Controller, with a one year probationary period, effective 1988 12 16, with salary according to the salary schedule.

2. That the Report of the Race Relations Committee be received for information.

3. That the Race Relations Committee be re-constituted for 1989 with the same number of members as in 1988, to be named by the Chairman of the Board, with the same goals and objectives as in 1988; and report to the Development Committee until such time as a Race Relations policy has been approved by the Board.

4. That the following Letter of Agreement — Director of Education and Secretary, be approved.

**LETTER OF AGREEMENT BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
KEITH A. RIELLY, DIRECTOR OF EDUCATION
AND SECRETARY OF THE BOARD**

1. The appointment shall be for a term of five (5) years, renewable, effective 1988 08 01.
2. The Board will review the Director's salary annually when salaries of the senior officials are reviewed.
3. The contract may be terminated at any time, by mutual agreement of the Board and the Director.
4. If the term appointment of the Director is not renewed, the Board will provide employment at a suitable level of responsibility to be agreed upon mutually by the Board and the Director.
5. The Board, or a committee thereof, will review the performance of the Director annually on the basis of predetermined criteria mutually agreed upon by the Board and the Director.

6. The Director will be entitled to a maximum of 20 days in any one calendar year for purposes of professional development to visit other jurisdictions to engage in any course of study, educational excursion and participation in conferences and workshops.
7. The Board will provide an expense account for the Director in accordance with the expectations of the position.

Respectfully submitted,

K. A. RIELLY,
Director of Education
and Secretary.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That Heidemarie Rinas be appointed to the Probationary Staff, effective 1989 01 02 (1/6 - 2/6 Sem. 1 only), with salary according to schedule (secondary).

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Heidi Bardy, 1988 11 04 to 1989 06 30 (elementary)
Lisa Breckon, 1988 10 13 to further notice (elementary)
Dirk Broer, 1988 10 31 to further notice (secondary)
Paul Clarke, 1988 11 21 to further notice (secondary)
Flora Cocolakis, 1988 11 07 to 1988 12 02 (elementary)
Linda Craig, 1988 12 05 to 1989 03 31 (elementary)
Mary-Lynn Fleming, 1988 11 07 to 1988 12 16 (elementary)
Susan Garlough, 1988 11 15 to 1989 01 31 (elementary)
Joan Gay, 1988 11 15 to further notice (elementary)
Barbara Jarrett, 1988 09 29 to further notice (secondary)
Biruta Kwapinski, 1988 10 11 to 1988 11 24 (elementary)
Jill Linkert, 1988 10 25 to further notice (secondary)
Nancy McMartin, 1988 12 05 to 1989 03 10 (.5) (elementary)
Darlene Murray, 1989 01 03 to 1989 04 28 (elementary)
Diane Nishizaki, 1988 11 07 to further notice (.5) (elementary)
Louise Pizzolante, 1988 12 05 to 1989 04 28 (elementary)
Mary Elaine Tschofen, 1988 12 01 to 1989 01 31 (secondary)

(c) That Michelle Haggerty be appointed to the Probationary Clerical Staff (.7) (Category B2 - maximum \$394.00 per week), effective 1988 11 17, with salary according to the salary schedule.

(d) That Rita Sturrock be appointed to the Probationary Secondary School Clerical and Secretarial Staff (Level 1 - maximum \$380.88 per week), effective 1988 11 23, with salary according to the Collective Agreement.

(e) That the following be appointed to the permanent Educational Assistant Staff, effective as shown, with wage rate according to the Collective Agreement:

Kathleen Cadeau, 1988 12 06
Susan Crawford, 1988 12 06
Judy Dalmer, 1988 12 06
Sharon Davis, 1988 12 12
Cindy Dickens, 1988 12 17
Angela Heugh, 1988 12 19
Suzanne Lee, 1988 12 06
Earl Lundy, 1988 12 06
Anne MacDonald, 1988 12 06
Kathie Machida, 1988 12 06
Monica Morgan, 1988 12 20
John Morris, 1988 12 06
Joanne Neil, 1988 12 26
Denise Walsh, 1988 12 20

(f) That the following be appointed to the probationary Educational Assistant Staff, effective as shown, with wage rate according to the Collective Agreement:

Joan Cooper, 1988 11 15
Sandra Dunsdon, 1988 10 11
Janice Stanhope, 1988 11 25

(g) That Gail Tessier, Elementary School Clerical and Secretarial Staff, be assigned to the position of Office Assistant, Computers in Education Department (Category D - maximum \$472.00 per week), on a temporary basis, effective 1988 11 28 to 1989 06 30, with salary according to the salary schedule.

(h) That the resignation of John Wismer, who is retiring on Superannuation, effective 1989 04 21, be accepted with regret, and that the Board's gratuity be paid (secondary).

(i) That the resignation of Rose Saliccioli, Elementary School Clerical and Secretarial Staff, for the purpose of retirement, be accepted with regret, effective 1989 01 31, and that the Board's gratuity be paid.

(j) That Betty Anderson, Clerical Staff, be promoted to the position of Buyer-Clerk, Purchasing (Category C - maximum \$429.00 per week), effective 1988 11 28, with salary according to the salary schedule.

(k) That Helene Arthur, Elementary School Clerical and Secretarial Staff, be promoted to the position of Secretary, Superintendent of Curriculum and Special and Educational Services (Category E - maximum \$491.00 per week), effective 1988 11 28, with salary according to the salary schedule.

(l) That Carolyn Wilson, Clerical Staff, be promoted to the position of Secretary, Research Services (Category C - maximum \$429.00 per week), effective 1988 11 28, with salary according to the salary schedule.

(m) That the following Probationary teachers be transferred to the Permanent Staff, effective 1989 01 01, with salaries according to schedule:

Barry Bodo (elementary)
David Bradbury (elementary)
Diane Hill (elementary)
Karen Rutledge (elementary)
Nancy Voyer (elementary)
Kenneth Ward (elementary)

(n) That Kathy Faulknor be transferred to the Probationary Secondary School Clerical and Secretarial Staff (Level 1 - maximum \$380.88 per week), effective 1988 11 14, with salary according to the Collective Agreement.

(o) That Beverley Wilson be transferred to the Probationary Clerical Staff (Category C - maximum \$429.00 per week), effective 1988 11 28, with salary according to the salary schedule.

(p) That Gloria Woodruff be returned from Leave of Absence and assigned teaching duties, effective 1989 01 01 (elementary).

(q) That the request of Donna Bennett for an Adoption Leave of Absence, effective 1988 12 05 to 1989 03 17, be granted (elementary).

(r) That the request of Jeannie Hughes for a Maternal Leave of Absence, effective 1989 01 30 to 1989 05 26, be granted in accordance with conditions governing Maternal Leave (elementary).

(s) That the request of Karen Andreychuk for a Parental Leave of Absence, effective 1988 12 29 to 1989 08 31, be granted (elementary).

(t) That the requests of the following teachers for extensions of their Personal Leaves of Absence, effective as shown, be granted:

Richard Banek, 1989 02 01 to 1989 08 31 (secondary)
B. Jane Couper, 1989 02 01 to 1989 08 31 (secondary)
Beverley Turner, 1989 01 01 to 1989 12 31 (elementary)

(u) That Barbara Penner, Educational Assistant, be returned from a Maternal Leave of Absence, effective 1989 01 03.

(v) That the following teachers be appointed to the Probationary Staff, effective 1989 01 01, with salary according to schedule:

Anne Cliffe (.5) (elementary)
Dianne Fedor (elementary)
Dianne Merriam (3/6 - Full Time Semester 1 Only)
(secondary)

(w) That Margaret Jobson be appointed to the probationary Elementary School Clerical and Secretarial Staff (.3) (Category B2 - maximum \$394.00 per week), effective 1989 01 03, with salary according to the salary schedule.

(x) That Maxine Lane be appointed to the position of School Social Worker (B.S.W. Level), with a one year probationary period, effective 1989 01 03, with salary according to the salary schedule.

(y) That the resignation of Steven Giftopoulos, effective 1988 12 31, be accepted with regret (elementary).

(z) That the resignation of Hazel Griffett, Educational Assistant Staff, be accepted with regret, effective 1988 12 16.

(aa) That the request of Edwin Malkin for a Personal Leave of Absence, effective 1988 09 01 to 1989 08 31, be granted (secondary).

(bb) That the request of Shari Gardener, Secondary School Clerical and Secretarial Staff, for a Personal Leave of Absence, effective 1989 01 06 to 1989 04 05, be granted.

(cc) That the request for a Personal Leave of Absence granted to Wendy Giesbrecht at the September meeting be rescinded.

(dd) That the request of Diane Parente for a Parental Leave of Absence, effective 1988 12 29 to 1989 08 31, be granted (elementary).

(ee) That the request of Wendy Giesbrecht for a Long Term Disability Leave of Absence, effective 1988 06 04, be granted (elementary).

(ff) That Angela Garofalo be returned from Leave of Absence and assigned teaching duties, effective 1989 01 02 (elementary).

(gg) That Gail Glenny-Burke, School Social Worker, be returned from a Maternal Leave of Absence, effective 1989 01 03.

(hh) That Sue Wojcicki, Secondary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1989 01 09.

(ii) That the timetable of Patricia Kadechuk be increased from .5 to 1.0, effective 1988 12 05 to 1989 03 20 (elementary).

Respectfully submitted,

R. MULHOLLAND,
(Acting Chairman)

Board Room,
1988 12 08.

REPORT OF THE SPECIAL PERSONNEL AND ORGANIZATION COMMITTEE

Present: Trustees Hicks (Chairman), Baskin, Johnston, Mulholland, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Allen, Barker, Bishop, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Korz, Lowe, Penner, Rogers and A. Stewart.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Beveridge (Superintendent of Curriculum, Special and Educational Services), Orlando (Superintendent of Plant), Shewfelt (Superintendent of Finance and Treasurer), Sinclair (Superintendent of Human Resources), Kelly (Superintendent of Schools — Area 2), Binns (Superintendent of Schools — Area 3), Rothwell (Superintendent of Schools — Area 5), Lavoie (Superintendent of Schools — French as a First Language), Ms. Rappolt (Assistant Superintendent, Curriculum), Yurkiw (Assistant Superintendent, Special Services) and Mrs. Rogers (Assistant to the Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendation of the Director of Education be approved as presented to the members:

(a) That Flora Cocolakis be appointed to the Probationary Staff, effective 1989 01 01 (.5), with salary according to schedule.

Respectfully submitted,

WES HICKS,
Chairman.

Board Room,
1988 12 15.

REPORT OF THE
SPECIAL EDUCATION COMMITTEE

Present: Trustees: Messrs. (Messrs.) Board: (Messrs.)
Absent: (Messrs.)
Also Present: (Messrs.)
The Special Education Committee has the honor to acknowledge the receipt of the report of the Special Education Committee, dated (date), and to express its appreciation for the work done by the committee during the past year.

The Special Education Committee has the honor to acknowledge the receipt of the report of the Special Education Committee, dated (date), and to express its appreciation for the work done by the committee during the past year. The committee has been very busy in the past year, and has made many valuable contributions to the improvement of the special education system. The committee has held many meetings, and has discussed many important matters. The committee has also held many public hearings, and has received many suggestions from the public. The committee has been very successful in its work, and has made many valuable contributions to the improvement of the special education system.

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(a) That the Committee be authorized to appoint a sub-committee to study the problem of the special education system, and to report to the Committee on or before the next meeting of the Board of Education.

Resolved, That the Committee be authorized to appoint a sub-committee to study the problem of the special education system, and to report to the Committee on or before the next meeting of the Board of Education.

Board Room
Feb 12 1914

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1989 01 19.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Beveridge (Superintendent of Curriculum, Special and Educational Services), Orlando (Superintendent of Plant), Sinclair (Superintendent of Human Resources), Kawai (Superintendent of Information Management Services), Forrester (Superintendent of Schools, Area 1), Kelly (Superintendent of Schools, Area 2), Binns (Superintendent of Schools, Area 3), Ms. Gillie (Superintendent of Schools, Area 4), Rothwell (Superintendent of Schools, Area 5), Lavoie (Superintendent of Schools, French as a First Language), Yurkiw (Assistant Superintendent, Special Services) and Mrs. Rogers (Assistant to the Secretary).

A moment of silence was observed in memory of the late Richard Sabourin, a teacher at Georges-P.-Vanier, who passed away this past December.

Mr. Rielly noted the presence of Mr. Rick Kawai, recently appointed Superintendent of Information Management Services, and, on behalf of the members, welcomed him to the Board meeting.

The minutes of the last regular meeting of 1988 12 15 and special meeting of 1988 12 14 were adopted as presented.

A letter from Unicef Ontario expressing their appreciation to the board and its staff for the support of the highly successful Unicef Hallowe'en program in 1988, and notes of thanks from the Sabourin, Passmore, Gardner and Sheeler

families for the Board's expressions of sympathy were read to the members. Placed on the trustees' desks were letters from the Peel Board about its Appeal to the Supreme Court relative to the Lord's Prayer and Religious Education, and from the Ontario Public School Boards' Association requesting that a delegate and alternate member of the Board be named as representatives to the Association.

Trustee Johnston noted the media attention that has been given to comments from various trustee groups on the matter of Opening Exercises and Religious Education.

Moved by Mrs. Lowe, seconded by Dr. Johnston: That the letter from the Peel Board of Education be referred to the Race Relations Committee for its careful consideration and report back to the Board.

Trustee Cunningham, expressing her concern that the board should be taking a stand on this important issue, questioned the length of time that could lapse between the Race Relations Committee dealing with this letter and their reporting back to the Board.

Trustee Clarke said that February 8 has been tentatively scheduled for the Race Relations Committee meeting and since the matter of Opening Exercises and Religious Education had been originally referred to that Committee, it was appropriate to refer this letter there.

The motion was then put to a vote and was Carried.

Moved by Mr. Kennedy, seconded by Miss Detwiler: That Trustee Ruth Van Horne be the Delegate Member and that Trustee Marjorie Baskin be the Alternate Member on the Ontario Public School Boards' Association. Carried.

Trustee Kennedy asked about the involvement of young students in the Unicef Hallowe'en program as it relates to the concern of students canvassing door-to-door to raise school funds. He acknowledged Unicef was a worthwhile cause but he had questions about the safety factor.

Mr. Rielly responded that it is elementary school children who are involved in the Unicef Hallowe'en program. However, the collections are done in connection with Hallowe'en when, as the children go through the neighbourhood, most are accompanied by parents.

Trustee Kennedy said that he did not have the same concerns if it was done on Hallowe'en night.

The remainder of the correspondence was received and ordered filed.

Committee reports were presented as follows:

Development Committee — Mr. Allen
Operations Management — Miss Cunningham
Personnel & Organization, regular and special
— Mr. Hicks

Moved by Mr. Allen, seconded by Mrs. Van Horne: That the General Part of the report of the Development Committee be adopted. Carried.

Trustee Deans expressed her appreciation to the Director for the copies of Time magazine so the members could read the Planet Earth articles as recommended at the Development Committee.

Moved by Miss Cunningham, seconded by Miss Detwiler: That the General Part of the report of the Operations Management Committee be adopted.

Trustee Deans pointed out the term Parliament in Clause 7 of the Development Report should be changed to Members of the Legislator or Provincial Parliament. She indicated that this was clarification of the term used and did not change the intent; therefore, no motion amending the recommendation was necessary.

The motion was put to a vote and was Carried.

Moved by Mr. Hicks, seconded by Mr. Mulholland: That the General Part of the report and special report of the Personnel & Organization Committee be adopted.

Trustee Baskin explained that she had requested a review of the hiring procedures for supply teachers rather than long term assignments as was reported on at the last meeting of Personnel & Organization. She asked if the people who are on the supply list are given equal opportunity for teaching positions as the graduates from teacher colleges.

Mr. Stockwell responded that supply teachers are now known as "occasional teachers"; the term "supply teacher" is no longer used. He emphasized that administration is definitely interested in people who are on these lists when seeking teachers to meet staffing requirements. An evaluation form is provided to principals for occasional teachers; evaluation for long term assignments occurs as for probationary teachers.

The motion was put to a vote and was Carried.

In pursuance of the notice she gave at the last regular meeting, it was moved by Mrs. Bishop and seconded by Dr. Johnston: That the Rules and Regulations Committee be requested to consider ways to improve opportunities for communications between the Board of Trustees and the public and bring a report with recommendations back to this Board by June, 1989.

In speaking to the motion, Trustee Bishop said that since 1979 she has observed the Hamilton Board and the manner in which trustees deal with the public. She feels the Board values good public relations, as supported by the budget figure established each year for that purpose. However, the procedures for input from the public compares unfavourably with the City's. She urged the Board to look at alternatives to encourage public input.

Trustee Johnston spoke about Ward 2, which he represents, where he sees schools and groups of parents and students of greatly varying organizational skills.

Trustee Korz spoke against the motion saying he believed trustees are elected to the Board to represent the interests of the community groups. Although he felt the motion was made in sincerity, he believed it would open the doors to a less structured system which may not have the framework necessary to expedite changes to Board policy and would indeed slow things down.

Trustee Baskin agreed with Trustee Korz; however, she felt the Rules and Regulations Committee should review all policies dealing with the relationship between the public and the Board. The following amendment would answer some of the concerns that had been raised.

Moved in amendment by Mrs. Baskin and seconded by Mr. Stewart: That the Rules and Regulations Committee be requested to review existing policies concerning communications between the Hamilton Board of Education and the public and bring a report back to the Board by June, 1989.

Trustee Cunningham spoke in opposition to the amendment and the motion. She pointed out that the present procedure is effective and there are many reasons why some parents in the city do not make presentations. She agreed that trustees are representatives of the community.

Trustee Detwiler also spoke against the amendment as people tend to focus in on their own problem without thought for the system.

Trustee Mulholland recalled the time when the Board heard 38 briefs in one night. That incident resulted in the current procedures. He appreciated the intent of this motion but preferred the rules as they exist. He agreed trustees have a responsibility to know the concerns of the people of the area and to bring those concerns to the committee.

Trustee Deans supported the amendment. She felt it sometimes takes a well presented brief and 100 people to convince trustees that an issue is important to the community. Therefore, ways to help the community groups wherever possible should be explored.

Trustee Hicks supported the motion and while he agreed with the action taken a number of years ago to create the current procedures, he felt it is now time for a review and perhaps encourage more input.

A vote was called on the amendment to the motion, with a recorded vote being requested. The amendment was Lost.

Those in favour: Trustees Baskin, Bishop, Johnston, R. Stewart, Deans, Barker, Desmarais and Hicks. Those opposed: Trustees Mulholland, A. Stewart, Van Horne, Rogers, Lowe, Detwiler, Kennedy, Korz, Penner, Paquin, Cunningham and Allen.

In speaking to the original motion, Trustee Bishop said that it was a broad and general motion and did not state what the committee is to do but rather asked their consideration of ways to improve procedures. The results could be small and minor adjustments. She cautioned the members about negative impressions that can be given by how people are welcomed in this Board and by the way in which input is encouraged. She believes the trustees cannot adequately represent all interests in a community.

A recorded vote was requested and the motion was Lost.

Those in favour: Trustees Baskin, Bishop, Johnston, R. Stewart, Deans, Barker, Hicks and Allen. Those opposed: Trustees Mulholland, A. Stewart, Van Horne, Rogers, Lowe, Detwiler, Kennedy, Korz, Penner, Paquin and Cunningham.

In pursuance of her motion given at the last regular meeting, it was moved by Mrs. Bishop and seconded by Dr. Johnston: That the Rules and Regulations Committee be requested to consider the amending of Section 24 to read: "Upon a division of the Board the names of those who vote for and of those who vote against the questions be entered upon the minutes."

Trustee Bishop emphasized the importance of accountability and how trustees vote on issues should be clear to the public.

Trustee Van Horne spoke against the motion as it would result in a recorded vote on every motion, no matter how routine.

Trustee Kennedy agreed saying that a member can requested a recorded vote at any time. He viewed this motion as bureaucratic.

A recorded vote was requested and the motion was Lost.

Those in favour: Trustees Bishop and Johnston. Those opposed: Trustees Mulholland, A. Stewart, R. Stewart, Van Horne, Rogers, Deans, Lowe, Detwiler, Kennedy, Korz, Penner, Barker, Desmarais, Paquin, Cunningham, Hicks and Allen.

Moved by Mrs. Baskin, seconded by Mrs. Stewart: That the April meeting date for the Board be changed to Tuesday, April 18, 1989, at 20:00 hours.

It was explained that the Rules and Regulations state that there should not be a meeting on Passover which will be April 20 this year.

The motion was put to a vote and was carried.

Moved by Mrs. Van Horne and seconded by Canon Rogers: That the Board's Salary Committee operate under the following procedures:

THE ROLE OF THE BOARD'S SALARY COMMITTEE IN NEGOTIATIONS WITH EMPLOYEE BARGAINING GROUPS

1. The Salary Committee shall be responsible for and accountable to the Board for the conduct of negotiations with employee bargaining groups.

2. The Salary Committee shall delegate responsibilities for negotiations to the Staff Committee, subject to the following conditions:

(a) direction and control of negotiations with all employee bargaining groups shall be the responsibility of the Salary Committee, which Committee shall continue to act as policy and decision-making body responsible to the Board.

(b) wherever practicable, one or more members of the Salary Committee may be in attendance at negotiation meetings with the employee bargaining groups.

(c) wherever practicable, the Salary Committee should be represented by the chairperson of the Board and/or the chairperson of the Salary Committee in negotiations involving third party assistance and beyond.

(d) overall guidelines for the conduct of negotiations shall be the responsibility of the Salary Committee including, but not limited to:

(i) Parameters for and instructions to be given to the Staff Negotiating Committee in carrying out negotiations.

(ii) For establishing the bargaining objectives on behalf of the Board, including positions in the key negotiating areas.

(iii) The Staff Negotiating Committee shall be comprised of the Manager of Collective Bargaining Services; the Collective Bargaining Analyst; an Academic Superintendent and/or Assistant Superintendent or any other resource personnel as needed.

(iv) Wherever practicable, the Superintendent of Human Resources should be in attendance in negotiations involving third party assistance and beyond, and at all meetings scheduled by the Salary Committee.

(v) The Manager of Collective Bargaining Services or designate shall act as chief negotiator.

(vi) Members of the Salary Committee shall receive notices of meetings and all minutes of all negotiating meetings, including all materials, reports and data prepared for negotiations, in order to monitor negotiations.

(vii) The Salary Committee shall meet on a regular basis with the Staff Committee to review progress and conduct of negotiations and to consider and give instructions and directions as deemed necessary to the Staff Committee.

(viii) Any press releases, public disclosures or tentative settlements shall require approval of the Salary Committee.

Trustee Clarke advised that this motion would require a two-thirds majority for it to be considered. The motion received the two-thirds majority.

It was moved in amendment by Mr. Hicks, seconded by Mrs. Deans: That the word "may" become "shall" in 2.(b).

In speaking to the amendment, Trustee Hicks felt that the original motion meant a trustee did not have to be present in a negotiation session.

Trustee Van Horne recommended that if the Board agreed to the above amendment, the phrase "wherever practicable" in the same sentence should be removed. Trustee Hicks agreed.

Trustee Baskin, having served on the Salary Committee over the years, expressed her opinion that a "shall" regulation cannot be enforced on the trustees. The intention of the motion is to make sure the negotiations process continues.

Moved in amendment to the amendment by Dr. Johnston and seconded by Mr. Allen: That the motion be amended to change "may" to "shall", replacing "wherever practical". Lost.

Trustee Detwiler referred to the fact that she and Trustee Van Horne have attended every salary meeting for the last two years as members of the Salary Committee. Since trustees are aware that 80% of the budget goes into salary, benefits and working conditions, she is a strong supporter that at least one or more trustees should be at the bargaining table.

The amendment to the motion was put to a vote and was Lost.

Trustee Van Horne spoke to the original motion and pointed out the benefits of being on the Salary Committee. She found it to be a valuable experience that she would never have wanted to miss. She asked the members to not presume that because she is making this motion she is in any way diminishing the role of the Board's Salary Committee.

Trustees Cunningham and Korz spoke in favour of the motion and the intent to allow flexibility.

Trustee Hicks stated his strong conviction that it is only fair and credible that a trustee be present at all negotiation meetings.

Trustee A. Stewart also spoke in favour of the motion and recognized the contributions and dedication of previous members of the Salary Committee.

Trustee Van Horne said she could understand the questions and concerns that were being raised. She asked that if the motion is defeated would the Board operate the Salary Committee under the policy that has been on paper since 1981 but which has indeed not been the practice. There is very little difference in this motion and the one that was approved in 1981; however, there is considerable difference in the way in which the Salary Committee has operated.

A recorded vote was taken on the motion and it was Carried.

In favour: Trustees Baskin, Bishop, A. Stewart, Van Horne, Rogers, Kennedy, Penner, Barker, Desmarais, Paquin, Cunningham and Clarke. Opposed: Trustees Mulholland, Johnston, R. Stewart, Deans, Lowe, Detwiler, Korz, Hicks and Allen.

FRENCH LANGUAGE SECTION

Presentation of Report — Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Allen, seconded by Mr. Kennedy: That the Elementary/Secondary part of the report of the Development Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Deans: That the Elementary/Secondary part of the report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mr. Stewart: That the Elementary/Secondary part of the report and special report of the Personnel and Organization Committee be adopted. Carried.

The meeting then adjourned.

.....
Chairman.

**REPORT OF THE
FRENCH LANGUAGE SECTION
Second Report**

Present: Mr. Hubert Paquin (Chairman); Trustees Barker and Desmarais.

Also Present: Trustee Clarke.

Officials Present: Mr. K. A. Rielly (Director of Education and Secretary), Mr. R. Lavoie (Superintendent of Schools — French As a First Language).

The Section recommends:

1. That the report from the Superintendent of Schools — French As a First Language regarding Asbestos Removal — Georges-P.-Vanier be received for information.

2. That the Superintendent of Schools — French As a First Language act as liaison between the “Official Opening Ceremonies” committee at Georges-P.-Vanier and the French Language Section to establish a reasonable budget allotment for the Official Opening Ceremonies at Georges-P.-Vanier to be held later this year.

3. That the following recommendations of the Director of Education be approved:

(a) We regret to announce the death of Richard Sabourin, Teacher, on 1988 12 08.

(b) That Paul Badura be appointed to the Occasional Staff, effective 1988 11 21 to 1988 12 16, with salary according to schedule.

(c) That Rosaire Provencher be transferred to the Permanent Staff, effective 1989 02 01, with salary according to schedule.

(d) That the following trip requests be approved:

(i) G. P. Vanier, Grades 9-13, Outdoor Education, Mount St. Louis, 1989 01 05 (Thursday) or 1989 01 11 (Wednesday).

(ii) G. P. Vanier, Grades 9-13, Volleyball Tournament, Ottawa, 1989 02 02-04 (Thursday to Saturday).

(iii) G. P. Vanier, Grades 9-13, Outdoor Education, Mount St. Louis, 1989 02 03 (Friday) or 1989 02 08 (Wednesday).

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1989 01 03.

**REPORT OF THE
DEVELOPMENT COMMITTEE
Second Report**

Present: Mrs. J. Deans (Chairman Pro-Tem); Trustees Barker, Kennedy, Korz and Clarke.

Also Present: Trustees Bishop, Cunningham, Detwiler, Hicks, Johnston, Rogers, R. Stewart, Mulholland and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Binns (Superintendent of Schools — Area 3), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), J. Lee (Outdoor Education Special Assignment Teacher).

The Committee recommends:

GENERAL

1. That the following recommendations from the Outdoor Education Program review be approved:

(a) That the Outdoor Education Steering Committee report to the Development Committee of the Board through Gail Rappolt, Assistant Superintendent of Curriculum, no later than June 1989.

(b) That the report identify Outdoor Education programs and resources currently available to students in the Hamilton System, assess the need for any future changes and make recommendations based on those findings.

(c) That two trustees be selected as members of the Outdoor Education Steering Committee.

2. That the interim report from the sub-committee of the Secondary School Study Committee be received for information.

3. That the update report on the Pilot Program in Native Languages (Mohawk) be received for information.

4. That the report on Student Exchange proposed by the Canadian Council of Christians and Jews be received for information.

ELEMENTARY/SECONDARY

1. That the report on the IBM Microcomputer Music Project be received for information.

2. That an interim report on the IBM Microcomputer Music Project be made to the Development Committee in July, 1989.

Respectfully submitted,

JUNE DEANS,
Chairman (Pro-Tem).

Board Room,
1989 01 05.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
Second Report**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Barker, Deans, Hicks, Johnston, Kennedy, Korz, Mulholland, Paquin, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), J. Forrester (Superintendent of Schools — Area One), F. Kelly (Superintendent of Schools — Area Two), R. Binns (Superintendent of Schools — Area Three), P. Gillie (Superintendent of Schools — Area Four), D. Rothwell (Superintendent of Schools — Area Five), B. Orlando (Superintendent of Plant), D. B. Sinclair (Superintendent of Human Resources), J. Yurkiw (Assistant Superintendent of Special Services), G. Rutledge (Controller), O. Jackson (Supervisor — Research Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

1. That the report from the Officials regarding the boys' locker rooms in schools be received for information.

2. That the report from the Officials regarding the Ministry Policy on Canvassing and Fundraising be received for information.

3. That the following recommendations from the report of the Officials regarding the voting arrangements for boards with French Language Education Councils as of September, 1988 be approved:

(a) That the report from the officials regarding the voting arrangements for boards with French Language Education Councils as of September, 1988 be received for information.

(b) That the Research Department forward a copy of the report regarding voting arrangements for boards with French Language Education Councils as of September, 1988 to each responding Board.

4. That the report on the Investment of Short Term Funds be received for information.

5. That the report on Cash Flow be received for information.

6. That the offer of \$160,000 from the Corporation of the City of Hamilton for the purchase of 1.10 acre parcel of land in Lot 31, Concession 4 (Saltfleet) be accepted and that the purchaser also pay any cost including legal and surveying costs of this sale.

7. That the Board of Education for the City of Hamilton support the resolution from the Halton Board of Education to petition the Ministry of Education to change its method of determining rated pupil spaces for schools to more accurately reflect the current educational needs and that copies of the resolution be sent to the local Members of Provincial Parliament and to the Ontario Public School Boards' Association.

8. That the following report of the Communications Advisory Committee be approved:

(a) That the 1989 Budget Estimates for the Communications Program of the Board of Education for the City of Hamilton in the amount of \$125,950 which represents an 8% increase over last year's budget be accepted.

(b) That the proposed sign for the front of the Education Centre be referred to the officials for an item to be included in the Capital Expenditures Budget for the Education Centre.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Delta, Grades 9-13, Outdoor Education, Kissing Bridge, New York, 1989 01 30 (Monday)

(ii) Delta, Grades 11-12, Outdoor Education, Mount St. Louis, 1989 02 16 (Thursday)

(iii) Sherwood Secondary School, Grades 11-13, Athens, Greece, 1989 03 10-19 (Friday to Sunday)

(iv) Sir John A. Macdonald, Grades 11-13, Outdoor Education, Talisman Ski Resort, 1989 03 02 (Thursday)

(v) George L. Armstrong, Grade 8 — 6 students, Helena, Montana, 1989 03 11-05 (Wednesday to Sunday)

(vi) Glen Brae, Grade 8, St. Donat, Quebec, 1989 02 08-11 (Wednesday to Saturday)

(vii) W. H. Ballard, Grade 8, Ottawa, 1989 02 08-10 (Wednesday to Friday)

(viii) Barton Secondary, Grades 9-13, Outdoor Education, Glenwood, New York, 1989 01 30 (Monday)

(ix) Scott Park, Grades 9-13, Outdoor Education, Glenwood and Ellicottville, New York, 1989 02 14-15 (Tuesday to Wednesday)

(x) Sir Allan MacNab and Westmount, Grade 10, St. Donat, Quebec, 1989 01 11-14 (Wednesday to Saturday)

(xi) Sir Allan MacNab, Grades 9-13, Mount St. Louis, 1989 01 30 (Monday)

(xii) Bennetto, Grades 6-8, Camp Wanakita, 1989 01 11-13 (Wednesday to Friday)

(xiii) Burkholder Drive, Grades 6-8, Ottawa, 1989 02 06-08 (Monday to Wednesday)

(xiv) Cardinal Heights, Grade 8, Quebec City, 1989 02 22-25 (Wednesday to Saturday)

2. That the following recommendation from the report of the Officials regarding Computer Co-ordinators — Parkdale and Robert Land Community Schools be approved:

(a) That the Board of Education for the City of Hamilton assume the complete funding of the salaries of the Computer Co-ordinators at Robert Land and Parkdale Community Schools until April 30th, 1989 and that this matter be referred to the Budget Review Committee.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1989 01 10.

ADDENDUM

The following motion was considered at the January meeting of the Operations Management Committee and was LOST:

GENERAL

1. That the Board of Education for the City of Hamilton support the position taken by the Niagara South Board of Education in their letter of October 26, 1988 regarding intervenor status — Bill 125.

REPORT OF THE PERSONNEL & ORGANIZATION COMMITTEE Second Report

Present: W. Hicks (Chairman); Trustees Johnston, Mulholland, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Allen, Barker, Bishop, Deans, Desmarais, Detwiler, Kennedy, Korz, Lowe, Penner, Rogers and A. Stewart.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), B. Orlando (Superintendent of Plant), J. Forrester (Superintendent of Schools — Area 1), R. Binns (Superintendent of Schools — Area 3), P. Gillie (Superintendent of Schools — Area 4), D. Rothwell (Superintendent of Schools — Area 5), R. Lavoie (Superintendent of Schools — French as a First Language), G. Rappolt (Assistant Superintendent of Curriculum), R. Kennedy (Assistant Superintendent of Staffing), J. Yurkiw (Assistant Superintendent of Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the report from the officials re Hiring Procedures for Long Term assignments be accepted for information.

2. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the effective date for James McLeish, Manager, Collective Bargaining Services, approved at the December meeting of the Board, be changed to 1989 01 03.

(b) That Terri-Lyn Cousins be appointed to the probationary Clerical Staff (Category A-B — maximum \$379.00 per week), effective 1989 01 23, with salary according to the salary schedule.

(c) That the following be appointed to the probationary Caretaking and Maintenance Staff, effective 1989 01 09, with wage rate according to the Collective Agreement:

John Dorman
Archie Walker

(d) That the resignation of Albert E. Allen, Maintenance Department, for the purpose of retirement, be accepted with regret, effective 1989 01 31, and that the Board's gratuity be paid.

(e) That the resignation of James P. Seraphin, Maintenance Department, for the purpose of retirement, be accepted with regret, effective 1989 01 31, and that the Board's gratuity be paid.

(f) That the resignation of the following Cleaners, for the purposes of retirement, be accepted with regret, effective as shown, and that the Board's gratuity be paid:

Audrey Millward, 1988 12 23
Mary Weiner, 1988 12 06

(g) That the resignation of John H. Miller, Caretaking Staff, be accepted with regret, effective 1989 01 03.

(h) That the request of Kathy MacDonald, Clerical Staff, for a Maternal Leave of Absence, effective 1989 02 13 to 1989 06 09, in accordance with the Employment Standards Act, to be followed by a Personal Leave of Absence, effective 1989 07 03 to 1989 08 25, be granted.

(i) That Shirley Christmas-Moore, Caretaking and Maintenance Staff, be returned from a Maternal Leave of Absence, effective 1989 01 09.

(j) That the effective date of the appointment of Richard Kawai to the position of Acting Superintendent of Information Management Services, approved at the 1988 12 14 Special meeting of the Board, be changed to 1989 01 16.

(k) That Jennifer Powell-Fralick be appointed to the position of Child Care Program Leader (Administrative Category 14 — maximum \$36,741 per annum), with a one year probationary period, effective 1989 02 01, with salary according to the salary schedule.

(l) That Barbara Vandyk be appointed to the probationary Educational Assistant staff effective 1989 01 30, with wage rate according to the Collective Agreement.

(m) That the effective date of resignation of Isabel Galbraith, for the purpose of retirement, approved at a previous meeting, be changed to 1989 06 30.

(n) That the resignation of Frances Doyle, Minutes Stenographer, effective 1989 01 13, be accepted with regret.

(o) That the resignation of Thomas P. Wojcicki, Caretaking Staff, effective 1989 01 06, be accepted.

(p) That Cheri Woolley be confirmed in the position as School Social Worker, effective 1989 01 04.

(q) That Gary Hardman be promoted to the position of Purchasing Manager (Administrative Category 5 — maximum \$51,926 per annum), with a one year probationary period, effective 1989 01 20, with salary according to the salary schedule.

(r) That Jean Lehman be transferred from the Secondary School Clerical and Secretarial Staff (O.P.E.I.U.) to the position of Secretary, Curriculum Department (Category C — maximum \$429.00 per week) (non-union clerical staff), effective 1989 01 23, with salary according to the salary schedule.

(s) That the timetable of Gary Gibson be increased from .5 to .75 (.5 Media Consultant, .25 Special Assignment Teacher), effective 1989 02 01 to 1989 06 30.

(t) That John Paterson be reassigned from the position of Internal Auditor (Administrative Category 7 — \$45,410 maximum) to the position of Senior Accounting Analyst (Administrative Category 9 — \$42,826 maximum) effective 1989 01 20.

3. That the Pay Equity update report be received for information.

4. That action be taken to post and interview for a secretary to the Superintendent of Information Management Services with the effective starting date as soon as feasible.

5. That one additional Speech/Language Pathologist and one additional Speech Assistant be hired.

6. That the following requests relating to the Program and Personnel Priorities be referred to Budget Review:

- **Curriculum**

- Media Clerk (.3)

- Software Technician (1)

- Technical Maintenance for Audio-Visual & Media Equipment (1)

- **Curriculum and Special & Educational Services**

- Secretary to the Assistant Superintendent Special Services

- **Finance Department**

- Payroll Clerk

- Financial Services Clerk

- Budget Clerks (2)

- Special Projects and Audit Clerk

- **Human Resources Department**

- Employee Relations Field Representative

- Consultant, Staff Development

- Counsellor, Human Resources

- Secretary to Superintendent Human Resources

- Technician, (WHMIS)

- Receptionist

- Benefits Clerk

- Secretary, Affirmative Action (.5)

- **Plant Department**

- Project Manager

- Manager of Design Services

- Electrical/Mechanical Draftsperson

- **Superintendent of Schools**

- Administrative Assistants (2)

7. That the Chairman of Personnel & Organization establish an ad hoc committee of five Trustees to meet with appropriate support staff in order to review the submission regarding Salary and Conditions of Work for Senior Officials and bring recommendations back to the Personnel & Organization Committee.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That Andrea Whyte be appointed to the Occasional Staff, effective 1989 01 03 to 1989 04 28, with salary according to schedule (elementary).

(b) That the appointment of Linda Craig to the Occasional Staff, approved at the December Meeting, be changed to 1988 12 02 to 1989 03 30 (elementary).

(c) That Lynne Morris, Elementary School Clerical and Secretarial Staff, be assigned to the position of Elementary School Secretary (Category C — maximum \$429.00 per week), on a temporary basis, effective 1989 01 03 to 1989 06 30, with salary according to the salary schedule (10 month employment).

(d) That the resignation of Gordon Carruth, Principal, who is retiring on superannuation, effective 1989 02 17, be accepted with regret and that he receive the Board's gratuity (secondary).

(e) That the resignations of the following Principals, who are retiring on superannuation, effective 1989 06 30, be accepted with regret, and that they receive the Board's gratuity:

Robert D. Carle (elementary)

C. Earl Lewis (secondary)

Murray Pipe (elementary)

Alexander Puchalski (elementary)

(f) That the resignations of the following teachers, who are retiring on superannuation, effective 1989 06 30, be accepted with regret and that they receive the Board's gratuity:

Jean Carpenter (secondary)

John H. Clark (secondary)

Arnold Gardener (secondary)

James Lake (secondary)

Ronald McIver (secondary)
Helen Paul (secondary)
Nina Puchalski (elementary)
William G. Ryan (elementary)
Derek Steele (secondary)
Leo vanRooy (secondary)
Jeanne Wilson (secondary)

(g) That Debbie Messenger, Clerical Staff, be promoted to the position of Elementary School Secretary (Category C — maximum \$429.00 per week), effective 1989 01 03, with salary according to the salary schedule (10 month employment).

(h) That Mary Lou Matteucci, Elementary School Clerical and Secretarial Staff, be promoted to the position of Elementary School Secretary (Category C2 — maximum \$445.00 per week), effective 1989 02 01, with salary according to the salary schedule (10 month employment).

(i) That the following teachers be transferred to the Permanent Staff, effective 1989 02 01, with salaries according to schedule:

Tommy Browne (secondary)
Margaret Kiss (secondary)
Christopher Kostur (secondary)
Rosemarie Mechel (secondary)
Richard Neufeld (secondary)
Maria Pastore (elementary)
Arlene Pidruczny (secondary)
Peter Queck (secondary)
Helen Reio (secondary)
Edith Schroedter (secondary)
Mary Scoffield (secondary)
Mark Whinton (secondary)
Nellie Wong (secondary)
Diane Zolinski (secondary)

(j) That Marilyn Wilson be transferred from the Secondary School Clerical and Secretarial Staff (O.P.E.I.U.) to the position of Secretary (.5), Lawrence Alternative Program (Category B2 — maximum \$394.00 per week) (non-union clerical staff), effective 1989 01 03, with salary according to the salary schedule (10 month employment).

(k) That the request of Rita C. More for a Maternal Leave of Absence, effective 1989 02 01 to 1989 05 31, be granted in accordance with conditions governing Maternal Leave (elementary).

(l) That the request of Susan Radford, School Social Worker, for a Maternal Leave of Absence, effective 1989 01 30 to 1989 05 26, in accordance with the Employment Standards Act, be granted.

(m) That the request of Maria York, Secondary School Clerical and Secretarial Staff, for a Maternal Leave of Absence, effective 1989 01 02 to 1989 04 28, in accordance with the Employment Standards Act, to be followed by a Personal Leave of Absence, effective 1989 05 01 to 1989 08 18, be granted.

(n) That the request of Fiona Cirella, Elementary School Clerical and Secretarial Staff, for a Personal Leave of Absence, effective 1989 01 30 to 1989 06 30, be granted.

(o) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Valerie Bryce, 1989 02 01 (secondary)
Linda Furry-Cheong, 1989 03 20 (secondary)
Etta Herterg, 1989 02 01 (secondary)
Keith Muldoon, 1989 01 01 (elementary)
Betty Steinbock, 1989 01 01 (elementary)
Constance Tucker, 1989 03 20 (elementary)

(p) That the requests of the following teachers for extensions of their Personal Leaves of Absence, effective 1989 02 01 to 1989 08 31, be granted:

Sandra Katz (secondary)
Dorothy White (secondary)
Peter Whyte (secondary)

(q) That the effective dates of the Maternal Leave of Absence granted to Lindsey McCarthy-Zablocki at the October Meeting be changed to 1988 12 02 to 1989 03 30 (elementary).

(r) That the timetable of Elizabeth Visentin be decreased from 1.0 to .5, effective 1989 01 01 (elementary).

(s) That the timetables of the following teachers be increased, effective as shown:

Arlene Albrich, from 2/6 to 5/6 (2/3 Sem. 1, F.T. Sem. 2)
(secondary) 1989 02 01
Paula Dale, from 3/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
1989 02 01

Barbara Fraser, from 3/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
1989 02 01

Steven Kerr, from 3/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
1989 02 01

Dianne Merriam, from 3/6 to 6/6 (F.T. Sem. 1 and 2)
(secondary) 1989 02 01

JoAnne Nicholas-Ray, from .5 to 1.0 (elementary) 1989 01 01

Janet Ross, from 2/6 to 4/6 (2/3 Sem. 1 and 2) (secondary)
1989 02 01

Jeannette Ryan, from .5 to .7 (elementary) 1989 01 01

Lucy Shipman, from 3/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
1989 02 01

Diane Zolinski, from 3/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
1989 02 01

(t) That Robert Simpson be re-appointed to the position of Assistant Head of Department (Mathematics), effective 1989 02 01, with salary according to schedule (secondary).

(u) That the following teachers be re-appointed to the Probationary Staff, effective 1989 02 01, with salaries according to schedule:

Arthur Cseresynes (secondary)

Kathryn Dilar (secondary)

(v) That the following teachers be appointed to the Probationary Staff, effective 1989 02 01, with salaries according to schedule:

Zaitoon Adatia (4/6 Sem. 2) (secondary)

Richard Brooks (secondary)

Klause Hoeg (secondary)

Norine Galvin (secondary)

Doreen Knowles (Section 16 — secondary)

Julie Marleau (elementary)

(w) That Violet Hennessey be appointed to the position of Acting Head of Department (Family Studies), effective 1989 02 01 to 1989 08 31, with salary according to schedule (secondary).

(x) That Dzintra Bush be appointed to the Occasional Staff, effective 1988 12 16 to 1989 06 30, with salary according to schedule (elementary).

(y) That the request of Carolyn MacCallum for Release of Contract, effective 1989 01 19, be accepted with regret (elementary).

(z) That Michael McKague be transferred from the Elementary Panel to the Secondary Panel, effective 1989 02 01, with salary according to schedule.

(aa) That Christopher Kostur be transferred from G. L. Armstrong School (Reciprocal) to Sir Winston Churchill Secondary School, effective 1989 02 01 (secondary).

(bb) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Linda Charko, 1989 03 06 to 1989 06 30 (elementary)

Catherine Haggarty, 1989 03 21 to 1989 07 18 (secondary)

(cc) That the requests of the following teachers for Maternal Leaves of Absence be granted in accordance with conditions governing Maternal Leaves and that these Leaves of Absence be followed by Leaves for Parental Reasons, effective as shown:

Mariam Ali, 1988 12 15 to 1989 08 31 (elementary)

Peppy Tew, 1989 02 13 to 1989 08 31 (elementary)

(dd) That the requests of the following teachers for Parental Leaves of Absence, effective as shown, be granted:

Joyce Baker, 1989 01 30 to 1989 03 10 (elementary)

Kathy Lenz, 1989 02 13 to 1989 08 31 (elementary)

(ee) That the request of Philip Conklin for an extension of his Personal Leave of Absence, effective 1989 09 01 to 1990 08 31, be granted.

Respectfully submitted,

WES HICKS,
Chairman.

1989 01 12.

A D D E N D A

The following motions were considered at the January meeting of the Personnel and Organization Committee and were LOST:

GENERAL

1. That recommendations 1, 2, 3 and 4 of the Program and Personnel Priorities of the Human Resources Department, be approved as presented to the members.

2. That one Financial Services position of the Program and Personnel Priorities of the Finance Department, be approved as presented to the members.

**REPORT OF THE
SPECIAL MEETING OF THE
PERSONNEL & ORGANIZATION COMMITTEE**

Present: Trustees Hicks (Chairman), Baskin, Johnston, Mulholland, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Allen, Barker, Bishop, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Korz, Lowe, Penner, Rogers and A. Stewart.

Officials Present: Mr. K. Rielly (Director of Education and Secretary), Mr. A. Stockwell (Associate Director), Mr. P. Beveridge (Superintendent of Curriculum, Special and Educational Services), Mr. B. Sinclair (Superintendent of Human Resources), Ms. P. Gillie (Superintendent of Schools — Area 4), Mr. D. Rothwell (Superintendent of Schools — Area 5), Mrs. S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That Graham McDonald be appointed to the position of Secondary School Foreman (Administrative Category 14 — maximum \$36,741 per annum), with a one year probationary period, effective 1989 02 01, with salary according to the salary schedule.

(b) That Danny Fredson be appointed to the probationary Caretaking and Maintenance Staff, effective 1989 01 23, with wage rate according to the Collective Agreement.

(c) That the following be appointed to the Caretaking and Maintenance Staff, on three month's probation, as Assistant Caretaker, effective 1989 02 06, with wage rate according to the Collective Agreement:

Paul Christopher
Douglas Forrester
Frank Hajling
Wayne Hawley
Robbin Scott

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the following teachers be appointed to the Probationary Staff, effective 1989 02 01, with salaries according to schedule:

Brenda Clarke (secondary)
Paula Friend (elementary)
Randall Gallant (secondary)
Eleanor Gallagher (secondary)
Patricia Loney (secondary)
Catherine Munro (4/6 - 2/3 Sem. 2 only) (secondary)
Elizabeth Penton (secondary)
Donna Prystie (secondary)
Ene Readyhough (2/6 - 1/3 Sem. 2 only) (secondary)
Leslie Wallace (.5) (elementary)
Gail Williams (2/6 - 1/3 Semester 2 only) (secondary)

(b) That the effective date of the appointment of Julie Marleau to the Probationary Staff, approved at the January 12, 1989 meeting, be changed to 1989 01 23 (elementary).

(c) That the timetable of the following teachers be increased as shown, effective 1989 02 01:

Celia Borges, from 3/6 to 5/6 (F.T. Sem. 1 and 2/3 Sem. 2) (secondary)
Norah Kozicz, from 3/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)___
Gerald Smink, from 3/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
Kasturie Surat, from 3/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
Jane Vince, from 3/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)

Respectfully submitted,

W. HICKS,
Chairman.

Board Room,
1989 01 19.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1989 02 16.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Beveridge (Superintendent of Curriculum, Special and Educational Services), Shewfelt (Superintendent of Finance and Treasurer), Orlando (Superintendent of Plant), Sinclair (Superintendent of Human Resources), Kawai (Superintendent of Information Management Services), Forrester (Superintendent of Schools, Area 1), Kelly (Superintendent of Schools, Area 2), Binns (Superintendent of Schools, Area 3), Ms. Gillie (Superintendent of Schools, Area 4), Rothwell (Superintendent of Schools, Area 5), Lavoie (Superintendent of Schools, French as a First Language), Yurkiw (Assistant Superintendent, Special Services), Ms. Rappolt (Assistant Superintendent of Curriculum) and Mrs. Rogers (Assistant to the Secretary).

A moment of silence was observed in memory of the late Jack Megles, a Senior Computer Programmer at the Education Centre, who passed away in January.

The minutes of the last regular meeting of 1989 01 19 were adopted as presented.

Mr. Rielly, in introducing the presentation of the Director's Annual Report, reminded the trustees that this is a requirement of the Education Act. In the past, this report has been written and distributed to the trustees and staff and then circulated throughout the community. This year, the medium has been changed to a visual presentation with the hope that it will serve to create an interest in the meetings of the Board. It will be available for community use,

perhaps in group meetings, and thereby help to develop a better understanding and awareness of our operation in education. The community can take advantage of this through the Speakers' Bureau brochure; the Associate Director and Superintendents are also available to speak about our activities.

In addition, Mr. Rielly pointed out the reduction in cost this method has had over past Directors' Annual Reports. The video represented a cost of \$1,500-\$2,000 compared to \$10,000 in past years for the Annual Reports.

Mr. Rielly named the staff personnel who produced the video: Norm Forster, Information Officer; Gary Gibson, Consultant, Media Services; Peter Piche, Video Production Technician; and Peter Kurelek, Information Assistant.

The members then viewed the Director's Annual Report for 1988.

Trustee Allen acclaimed the video as extremely entertaining and informative. He hoped there would be a strong effort to have this video shown on both the CHCH TV and community cable channels.

Trustee Clarke agreed that the video must be used and assured the members that appropriate steps will be taken. She also commended the staff responsible on the quality of the video.

A note of thanks from the family of Ruth MacKay for the Board's expression of sympathy, a letter of appreciation from the Hamilton & District Branch, Ontario Association of Superannuated Women Teachers, for the use of rooms at the Education Centre and a letter from the Ministry of Education confirming Rick Kawai's eligibility for appointment as the Superintendent of Information Management Services were read to the members. Placed on the trustees' desks were responses from the Minister of Education to the Board's concern about the qualifications of candidates for the Business Supervisory Officers' Certificate, indicating that this is under review; and from MPP Brian Charlton supporting the Board's concern about the current method of determining rated pupil places. Mr. Rielly also relayed an invitation to the Hamilton Women Teachers' Association 4th Annual Charity Fashion Show being held February 23.

The above correspondence was received and order filed.

Committee reports were presented as follows:

Development Committee, regular and special — Mr. Allen
Operations Management Committee, regular and special
— Miss Cunningham

Personnel & Organization Committee — Mr. Hicks

Moved by Mr. Allen, seconded by Mrs. Van Horne: That the General Part of the report and special report of the Development Committee be adopted.

Trustee Deans requested that the clauses in the Report of the Special Development Committee be voted on separately.

The motion on the regular report of the Development Committee was put to a vote and was Carried.

Moved in amendment by Mr. Mulholland, seconded by Mr. Stewart: That Motion #1 "That a co-educational program, integrated with a composite secondary school at Delta, be studied for implementation for September, 1990" be lifted from the addenda and placed in the main body of the report of the Special Meeting of the Development Committee.

Trustee Mulholland stated that he has many concerns over this issue. There is a Secondary School Study Committee which is examining the current total delivery of vocational education with the goal of bringing a recommendation to the Development Committee within the next year. He views the motion as a diversion away from the set form of education in our community without the benefit of a study.

Trustee R. Stewart stated that his concern was the lack of alternatives and costing in the original recommendation in the report.

Trustee Baskin spoke in favour of the amendment and said the recommendation from the Development Committee is inappropriate. The Board has a policy relative to vocational students and recommendation #2, without

adequate discussion and in being forwarded directly to the Board, is wrong. An in-depth study on this issue is important as it is a major change in direction in program. She also favoured the Secondary School Study Committee examining the whole issue.

Trustee Rogers spoke against the amendment noting there has been a great deal of debate and discussion on the future of the young people at Albion Road School by parents and school officials. While the recommendation in the report is not exactly what the parents had requested, it is a good compromise under the circumstances. He said that throughout the province there is a breath of fresh air regarding vocational education and this Board has an opportunity, backed by special education people, to develop new things in vocational and secondary education.

Trustees Deans and Lowe agreed with Trustee Mulholland in wanting more information before making such a drastic decision.

Trustee Van Horne did not agree. She spoke in favour of diversity of program, noting the variety in other programs across the city and felt there are many different ways in which to offer education to our young people.

Trustee Detwiler said that if all students presently thought of as vocational are placed in a composite school but in the basic level, they are still segregated. She did not believe that this was what the parents wanted. Rather, they wanted their own school with their own program.

Trustee A. Stewart and Trustee Bishop both spoke against the amendment and supported the integration of the two schools. Trustee Bishop pointed out that this recommendation is giving direction to the Secondary School Study Committee to proceed in that direction.

Trustee Korz referred to the prejudice of secondary school composite students towards vocational schools. He believed this recommendation is a wise move that will open a stream of tolerance in the composite schools that is not there presently.

Trustee Cunningham supported the amendment as she felt the recommendation goes against the wishes of the par-

ents who wanted Albion students to go to Delta as a vocational school within a composite school and be co-ed. She agreed a costing should be done but emphasized the costs involved could be more than financial.

Trustee Allen, complimenting the trustees for the debate and for their feelings of conviction and understanding, said he will oppose the amendment as the recommendation of the Development Committee was the direction he could support.

Trustee Mulholland, in closing debate, emphasized his desire to enhance not hinder the development of a Delta plan if that is the proven way to go. He urged the trustees to let the committee continue its study and fulfill its mandate.

A recorded vote was requested and the amendment was Lost.

Those in favour: Trustees Mulholland, Baskin, R. Stewart, Deans, Lowe, Detwiler, Desmarais, Cunningham and Hicks. Those opposed: Trustees Bishop, Johnston, Van Horne, Rogers, Kennedy, Korz, Penner, Barker, Paquin, Allen and Clarke.

The motion on Clause 1 of the Report of the Special Meeting of the Development Committee was put to a vote and was Carried.

Moved in amendment by Mrs. Baskin, seconded by R. Stewart: That Clause 2 of the Report of the Special Meeting of the Development Committee be referred to Budget Review.

Trustee Mulholland requested that the word "vocational" be added to the clause for clarity.

Mr. Rielly said he had no problem with that addition but reiterated the direction of the recommendation is that Delta, in 1990, will offer courses at the basic, general and advanced levels.

Trustee Lowe spoke in favour of the amendment as many questions, such as staffing implications, still need to be addressed.

Mr. Rielly said that there was a reasonable length of time to develop the program. Staffing did not present a problem because of the collective agreement.

Mr. Rielly, in responding to Trustee Hicks' question about the projected budget costs for this program, said that when the program directions have been developed and details such as which shops will be made available are determined, a total costing of the program could be given and projected over a number of years.

The amendment was put to a vote and was Lost.

Clause 2 was put to a vote and was Carried.

Clause 3 was put to a vote and was Carried.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the General Part of the report and special report of the Operations Management Committee be adopted.

Trustee Korz requested that "and recyclable cans" be added to clause 9, as was his original intention.

Mr. Shewfelt clarified for Trustee Hicks that the list of 1989-90 Accommodation Priorities will be memo items for the information of trustees in the Budget Review process, except for the Portable Classrooms (new and replacement).

The motion was put to a vote and was Carried.

Moved by Mr. Hicks, seconded by Mr. Penner: That the General Part of the report of the Personnel & Organization Committee be adopted. Carried.

Chairman Clarke advised the members the regular date of the March Board meeting falls during the week of the March Break.

The Chairman drew the trustees' attention to the information on the Ontario Public Education Network placed on their desks. The local chapter, of which the Hamilton board is also a member, has met and is developing its own initiatives to impress upon the provincial government the importance that the level of funding be maintained to public school boards.

FRENCH LANGUAGE SECTION

Presentation of Report — Mr. Paquin

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Canon Rogers: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted.

Trustee Deans spoke in support of the recommendation naming the Block 79 school as the Lincoln M. Alexander School. In outlining the aspects of this school that make it special, she felt it was appropriate to name the school after a special Hamiltonian who has earned the respect of the city's citizens. Mr. Alexander's high standard of service as a member of parliament and now as the Lieutenant Governor of Ontario, along with the excellent role model he represents, has brought pride to Hamilton. She felt the school will begin its life with a name everyone knows and respects and Mr. Alexander's attendance at the official opening will create a special memory for parents and students.

Trustee Detwiler requested that Clause 1 be voted on separately. While she agreed with Trustee Deans' comments, she believes the building of the school in the neighbourhood has created a strong sense of community. The name search committee had sought public input and she felt it was misleading to give the impression that the recommendation is the favoured choice of the community.

After Trustees Kennedy and Mulholland each spoke against the recommendation, expressing their concerns about naming schools after people who are still living and who are political figures, Trustee Korz called the question on the motion.

A vote was taken on calling the question and it was Carried.

The report, with the exception of clause 1, was then adopted. Clause 1 was voted on separately and was adopted.

Trustee Detwiler requested that it be noted that this is not the choice of the residents of that area. Trustee Baskin replied that a response of 35 people in a community did not constitute a broad sampling of public opinion.

Trustee Deans asked that when the Board receives the Lieutenant Governor's permission to use his name he be invited to the official opening of the school.

Moved by Mr. Hicks, seconded by Mr. Kennedy: That the Elementary/Secondary Part of the report of the Personnel & Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
FRENCH LANGUAGE SECTION
Third Report**

Present: Mr. Hubert Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: Mr. R. Lavoie (Superintendent of Schools — French As a First Language), Mr. F. Benoit (Curriculum Consultant — French As a First Language).

The Section recommends:

(a) That the recommendations of the Director of Education be approved as presented to the members.

(i) Georges-P.-Vanier, Grades 9-13, Paris, France, 1989 03 10-18 (Friday to Saturday)

(ii) Georges-P.-Vanier, Grades 9-13, Hockey Tournament, Timmins, Ontario, 1989 04 06-08 (Thursday to Saturday).

(b) That Mr. H. Paquin be recognized as the French Language Section trustee on the Salary Committee.

Respectfully submitted,

H. PAQUIN,
Chairman.

Committee Room,
1989 01 31.

REPORT OF THE DEVELOPMENT COMMITTEE Third Report

Present: Mr. B. Allen (Chairman); Trustees Barker, Deans, Kennedy, Korz and Clarke.

Also Present: Trustees Bishop, Cunningham, Desmarais, Johnston, Lowe, Mulholland, Paquin, Penner, Rogers, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), F. Kelly (Superintendent of Schools — Area 2), R. Binns (Superintendent of Schools — Area 3), D. Rothwell (Superintendent of Schools — Area 5), R. Lavoie (Superintendent of Schools — French as a First Language), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), G. Rutledge (Controller), B. Manson (Special Assignment Teacher for Drama), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the recommendation of the Secondary School Study Committee that Albion students be placed in co-educational facilities at Briarwood and Parkview Schools for January 1st, 1990, be referred to staff for consideration and input, and to come back to Trustees as soon as possible at a Special Development Committee meeting called for that purpose.

2. That the Board approve an application to the Ontario Human Rights Commission for a three part Race Relations grant consisting of:

	Project Cost	Potential Grant	Board Cost
Project A —			
Training Course	12,500	10,000 (80%)	2,500 (20%)
Project B —			
Policy Development	64,900	35,000 (54%)	29,900 (46%)
Project C —			
Curriculum Review	70,160	35,000 (50%)	35,160 (50%)
	<u>\$147,560</u>	<u>\$80,000 (54%)</u>	<u>\$67,560 (46%)</u>

3. That the Report on Drama Review be received for information.

4. That the Re-organization Update Report by the Superintendent of Finance be received for information.

5. That the Re-organization Update Report of the Superintendent of Schools, French As a First Language, be received for information.

Respectfully submitted,

B. ALLEN,
Chairman.

Board Room,
1989 02 02.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Barker, Baskin, Deans, Hicks, Johnston, Kennedy, Korz, Mulholland, Paquin, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), J. Forrester (Superintendent of Schools — Area One), F. Kelly (Superintendent of Schools — Area Two), R. Binns (Superintendent of Schools — Area Three), P. Gillie (Superintendent of Schools — Area Four), D. Rothwell (Superintendent of Schools — Area 5), R. Lavoie (Superintendent of Schools — French As a First Language), B. Sinclair (Superintendent of Human Resources), B. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), O. Jackson (Supervisor — Research Services), G. Rutledge (Controller), E. Hodgins (Manager, Financial Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following 1989-1990 Accommodation Priorities' list, as prepared by Senior Management along with the High Priority Capital Projects, as presented to the members be submitted to the Budget Review Committee.

**THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
1989-90 ACCOMMODATION PRIORITIES
(as prepared by Senior Management)**

February 6, 1989

• Portable Classrooms (new)	(1989)	14	350,000
• Portable Classrooms (replacement)	(1989)	6	150,000
• Block 79 School — Furniture & Equipment	(1989)		200,000
• Norwood Park Renovations	(1989)		600,000
• A.M.Cunningham Addition (4 rooms)	(1990)		900,000
• Centennial Addition & Renovations			
Phase 1	(1989)		201,000
Phase 2	(1990)		1,779,000
Phase 3	(1991)		100,000
• Block 87 School (exclusive of daycare)	(1990)		4,700,000
• Vincent Massey T. R. Program Relocation (based on determination of Review and Analysis Committee)			200,000
• James MacDonald School Addition (4 rooms) (based on further growth information by June of 1989)	(1990)		900,000
• R. A. Riddell Addition (6 rooms) (if not done, two portables required for September of 1989)	(1989)		1,200,000
• High Priority Capital Projects (Capital from Current-Revised P.88 of Report)			1,077,700
Total (includes \$100,000 for Centennial Phase 3 — 1991)			<u>\$12,357,700</u>

(Revised 1989 02 06)

HIGH PRIORITY CAPITAL PROJECTS

These priorities were developed by Superintendents of Schools.
These priorities total \$1,077,700.

Education Centre Renovations.....	\$150,000
Accessibility Modifications (\$30,000 elementary, \$20,000 secondary).....	50,000
Ontario Building and Fire Code Upgrades (\$60,000 elementary, \$40,000 secondary).....	100,000

Technical School Upgrades (Phase III)	
at various locations	40,000
Relocate Area 2 Offices	75,000
Parkview - Part I - Auto Spray Booth (Safety)	14,000
Queen Mary - Upgrade P.A. System	16,000
Hillcrest — New Boiler	80,000
Glendale — Light Panels	45,000
Hillcrest — Upgrade Science Laboratories.....	20,000
Glen Brae — Science Laboratory Renovations.....	16,000
Glendale — System Tops on Desks, Room 213	15,000
Thornbrae — Library Alterations	60,000
Barton — Renovations to Family Studies,	
Room 235	25,000
Burkholder — Provide and Install Additional	
Shelving Units.....	18,000
W. H. Ballard — Ventilation Improvements.....	17,000
Hampton Heights — Replace Cupboards, Sinks,	
Counter Tops, Family Studies	13,500
Hill Park — Floor to Ceiling Shelving.....	11,200
Linden Park — Enlarge Library	25,000
Chedoke — Renovations to Family Studies room.....	20,000
G.P. Vanier — Air Condition Main Office	20,000
G.P. Vanier — Suspended Ceiling in 3 classrooms	10,000
G.P. Vanier — Playing Field.....	50,000
Area 3 Office Renovation — Phase II	25,000
Vincent Massey Refurnishing	20,000
Computer Repair Department Renovations.....	12,000
Relocate Computer Studies Department.....	15,000
Education Centre — Computer Cooling System.....	15,000
Disposition of Hamilton Board of Education House	
on Parking Lot	50,000
Westmount 1990 Building Modifications	50,000

2. That the report regarding the Capital Expenditure Forecast be received for information.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1989 02 06.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
Third Report**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Barker, Baskin, Deans, Hicks, Johnston, Kennedy, Korz, Mulholland, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), F. Kelly (Superintendent of Schools — Area Two), R. Binns (Superintendent of Schools — Area Three), P. Gillie (Superintendent of Schools — Area Four), B. Orlando (Superintendent of Plant), D. B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), J. Yurkiw (Assistant Superintendent of Special Services), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the 1989 membership fee of \$50,482.00 be paid to the Ontario Public School Boards' Association (O.P.S.B.A.).
2. That the 1989 membership fee of \$650 be paid to the Ontario Education Research Council.
3. That the 1989 membership fee of \$1,472.04 be paid to the Association française des Conseils scolaires de l'Ontario.
4. That the 1989 membership fee of \$2,878.46 be paid to the Canadian Education Association.
5. That the report on the Investment of Short Term Funds be received for information.
6. That the report on Cash Flow be received for information.
7. That the amount of \$2,167.24 be paid to Evans, Philp to cover the quarterly Account for the period 1988 10 01 to 1988 12 31.

8. That the following Budget Review Meeting Dates and format be received for information.

February 27, 1989	Budget Review Committee
March 1, 1989	Budget Review Committee
March 6, 1989	Budget Review Committee
March 8, 1989	Budget Review Committee
March 20, 1989	Budget Review Committee
March 21, 1989	French Language Section Budget Review
March 22, 1989	Budget Review Committee
March 23, 1989	French Language Section Budget Review
March 29, 1989	Budget Review Committee AND Special Board

9. That administration bring a report to the April meeting of the Operations Management Committee on the feasibility of recycling programs of both natures (profit and non-profit) in the middle and the secondary schools. This report should include further details of these programs and details of paper and can recycling programs.

10. That the Board of Education for the City of Hamilton exchange with DiCenzo Construction Company Limited a parcel of land being part of Lot 13, Concession 8 (Barton Township) consisting of 5.0991 acres for a parcel of land consisting of 4.8408 acres together with compensation at market value for .2583 acres of approximately \$19,373.00.

11. That the following recommendations regarding the G. R. Allan School Addition be approved:

(a) That a contract be awarded to T. R. Hinan Construction Ltd. in the amount of \$712,000.

(b) That the funds be approved from the Capital Reserves for this project as outlined below:

T. R. Hinan Constructions Ltd. tender.....	\$712,000
Architectural & Engineering Fees	54,000
Contingencies & Permits	60,000
	<u>\$826,000</u>

12. That the following recommendations regarding the Design Concept for the new Elizabeth Bagshaw School be approved:

(a) That the Superintendent of Plant be authorized to proceed with the design, tendering, and permit application for the

new Elizabeth Bagshaw School in accordance with the concept plans presented on February 7th, 1989.

(b) That pursuant to the provisions of Part VIII, Section 208, sub-section 1, of the Education Act, the Treasurer be authorized to make application to the Ontario Municipal Board for approval of this project at an estimated gross cost of Eight million, five hundred thousand (\$8,500,000) Dollars, by insurance of debentures for the estimated net cost of this project totalling Five million (\$5,000,000) Dollars for a period not to exceed fifteen (15) years.

(c) That the Treasurer be authorized to make application to the Regional Municipality of Hamilton-Wentworth to issue debentures for the estimated net cost of this project in the total amount of \$5,000,000 for a period not to exceed fifteen (15) years.

13. That the Government of Ontario be informed that, as a result of the transfer of Elizabeth Bagshaw School to the Separate School Board, the cost to the taxpayers of Hamilton is now estimated upwards of \$5,000,000 plus interest on the debenture over the subsequent years in order to replace the facilities and that copies of this letter be forwarded to the local Members of Parliament and the Leaders of the Opposition.

ELEMENTARY/SECONDARY

1. That the new elementary school in Block 79 be named the "Lincoln M. Alexander Elementary School", after the 24th Lieutenant-Governor of Ontario, with his permission.

2. That the following recommendations of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) Barton and Delta, Grades 9-13, Upper Canada College, 1989 02 19-21 (Sunday to Tuesday)

(ii) Delta, Grades 9-13, London and Paris, 1989 03 11-19 (Saturday to Sunday)

(iii) Scott Park, Grades 9-13, Stratford, 1989 05 10 (Wednesday)

(iv) Westdale, Grades 9-13, Boston, Mass., 1989 05 10-14 (Wednesday to Sunday)

(v) Chedoke, Grade 8, Quebec City, Quebec, 1989 05 10-13 (Wednesday to Saturday)

(vi) Chedoke, Grade 8, Ottawa, 1989 05 10-12 (Wednesday to Friday)

(vii) Elizabeth Bagshaw, Grade 8, Camp Wanakita, 1989 06 14-17 (Wednesday to Saturday)

(viii) George L. Armstrong, Grade 8, Quebec City, Quebec, 1989 02 15-18 (Wednesday to Saturday)

(ix) George L. Armstrong, Grade 7, Midland, 1989 06 08-09 (Thursday to Friday)

(x) Lake Avenue, Grade 8, Quebec City, Quebec, 1989 02 15-18 (Wednesday to Saturday)

(xi) Lawfield, Grades 6-7, Outdoor Education, Camp Wanakita, 1989 02 19-22 (Sunday to Wednesday)

(xii) Memorial, Grade 8, Quebec City, Quebec, 1989 05 03-06 (Wednesday to Saturday)

(xiii) Ryerson, Grades 7-8, Ottawa, 1989 05 17-19 (Wednesday to Friday)

(xiv) Tweedsmuir, Grades 6-8, Horseshoe Valley - Orillia, 1989 03 06-07 (Monday to Tuesday)

(xv) Ainslie Wood, All Grades, Outdoor Education, Mansfield, 1989 02 27 (Monday)

(xvi) Sir John A Macdonald, Grades 9-13, Talisman, 1989 03 02 (Thursday)

(xvii) Westdale, Grades 10-12, St. Donat, Quebec, 1989 02 15-19 (Wednesday to Sunday)

(xviii) R. A. Riddell, Grades 7-8, Ottawa, 1989 05 23-25 (Tuesday to Thursday)

3. That an ad hoc name search committee made up of 5 trustees be established to study the naming of the new elementary schools for Elizabeth Bagshaw/Albion Schools.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,

1989 02 07.

A D D E N D U M

The following motion was considered at the February meeting of the Operations Management Committee on 1989 02 07 and was LOST:

ELEMENTARY/SECONDARY

1. That the following report of the Name Search Committee — Block 79 be approved:

(a) That the new elementary school in Block 79 be named Ravenwood Heights.

**REPORT OF THE
PERSONNEL & ORGANIZATION COMMITTEE
Third Report**

Present: W. Hicks (Chairman); Trustees Baskin, Johnston, Mulholland, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Allen, Barker, Bishop, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Korz, Penner and A. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Kawai (Superintendent of Information Management Services), J. Forrester (Superintendent of Schools — Area 1), P. Gillie (Superintendent of Schools — Area 4), D. Rothwell (Superintendent of Schools — Area 5), R. Lavoie (Superintendent of Schools — French as a First Language), R. Kennedy (Assistant Superintendent of Staffing), J. Yurkiw (Assistant Superintendent of Special Services), L. Dixon (Manager, Computer Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) We regret to announce the death of Jack Megles, Senior Programmer — Computer Services, Education Centre.

(b) That Gail Christmas, Clerical Staff, be appointed to the position of Assessment Supervisor (Administrative Category 17 — maximum \$35,588 per annum), with a one year probationary period, effective 1989 02 17, with salary according to the salary schedule.

(c) That Gay Stanley be appointed to the position of Speech Language Pathologist (M.A. Level) (maximum \$41,782 per annum), with a one year probationary period, effective 1989 03 06, with salary according to the salary schedule (work year 10 months, 10 days).

(d) That Patricia Obratoski be appointed to the Probationary Clerical Staff (.4), (Category A-B — maximum \$379.00 per week), effective 1989 01 23, with salary according to the salary schedule (10 month employment).

(e) That Susan Spring be appointed to the probationary Clerical Staff (Category A-B — maximum \$379.00 per week), effective 1989 02 06, with salary according to the salary schedule.

(f) That the resignation of Theresa Kwok, Cleaner, for the purpose of retirement, effective 1989 06 30, be accepted with regret, and that the Board's gratuity be paid.

(g) That the resignation of Audrey Deacon, Clerical Staff, for the purpose of retirement, effective 1989 01 19, be accepted with regret and that the Board's gratuity be paid.

(h) That the resignation of Salvatore Gentile, Caretaking and Maintenance Staff, effective 1989 01 27, be accepted with regret.

(i) That the resignation of Maria Lamoureux, Cleaner, effective 1989 02 01, be accepted with regret.

(j) That Jean Pierre Braband be confirmed in the position as Stage Technician, effective 1989 01 11.

(k) That Peter Kurelek be confirmed in the position as Information Assistant, Information Services, effective 1989 01 25.

(l) That the request of Carolyn Wilson, Clerical Staff, for a Maternal Leave of Absence, effective 1989 06 05 to 1989 09 29, in accordance with the Employment Standards Act, be granted.

(m) That effective 1989 02 20 the Recording Secretaries be paid for performing stenographic duties at evening Board committee meetings according to the following schedule:

Meeting lasting up to 2 hours,
or any part thereof — \$40
and \$20 per hour thereafter.

(n) That Colleen Hycz, Clerical Staff, be appointed to the position of Supervisor, Training Support Services, Computer Services, Administrative Category 15 (under review), (maximum \$35,906 per annum), with a one year probationary period, effective 1989 02 17, with salary according to the salary schedule.

(o) That Brian Riess, Clerical Staff, be appointed to the position of Computer Equipment Co-ordinator, Computer Services, Administrative Category 15 (under review), (maximum \$35,906 per annum), with a one year probationary period, effective 1989 02 17, with salary according to the salary schedule.

(p) That Ken McEwan be appointed to the position of Maintenance Foreman, Plumbing and Heating, Administrative Category 14 — maximum \$36,741, with a one year probationary period, effective 1989 02 17, with salary according to the salary schedule.

(q) That Monica Zylowski be appointed to the probationary Clerical Staff (Category A-B — maximum \$379.00 per week), effective 1989 02 13, with salary according to the salary schedule.

(r) That the assignment of David Rogers as Acting Consultant (Computer Education) be extended to 1991 02 17.

(s) That David Kingsley be promoted to the position of Methods and Communications Analyst, Computer Services, Administrative Category 12 (under review), (maximum \$38,134 per annum), with a one year probationary period, effective 1989 02 17, with salary according to the salary schedule.

(t) That Patricia Kossup be promoted to the position of Personal Computing Co-ordinator, Computer Services, Administrative Category 19 (under review) (maximum \$33,641 per annum), with a one year probationary period, effective 1989 02 17, with salary according to the salary schedule.

(u) That Helena Ryce, Clerical Staff, be promoted to the position of Secretary — Assistant Superintendent of Staffing, Category D (under review), (maximum \$472.00 per week), effective 1989 02 06, with salary according to the salary schedule.

2. That the Personnel Training Report for 1988 be approved as presented to the members.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the following teachers be appointed to the Probationary Staff, effective 1989 02 20, with salaries according to schedule:

Michele Fairfield (secondary)
Susan Garlough (.5) (elementary)
Nancy McMullen (elementary)
Cathy Morningstar (elementary)
Tessa Niewenhuis (secondary)
Sidney Willford (Section 16 — secondary)

(b) That the effective date of the appointment of Doreen Knowles to the Probationary Staff, approved at the January Meeting, be changed to 1989 01 30 (Section 16 — secondary).

(c) That the following teachers be appointed to the position of Acting Head of Department, effective 1989 09 01, with salaries according to schedule:

Anita Darrell (Languages) (secondary)
Robert Laidlaw (Technical) (secondary)
Wayne Young (Technical) (secondary)

(d) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Helen Charalambopoulos, 1988 12 02 to 1989 01 27 (secondary)
Karen Devlin, 1989 01 30 to 1989 05 26 (.5) (elementary)
Karen Devlin, 1989 03 06 to 1989 06 30 (.5) (elementary)
Nancy Eggleton, 1989 02 07 to 1989 06 30 (secondary)
Mary-Lynn Fleming, 1989 01 19 to further notice (elementary)
Anjili Fletcher, 1989 01 16 to further notice (elementary)
Eleanor Illman, 1989 02 01 to 1989 05 31 (elementary)
Harland Izatt, 1989 01 03 to 1989 06 30 (elementary)
Donald Jackson, 1989 02 01 to further notice (secondary)
Patricia Jessop, 1989 02 13 to 1989 06 30 (elementary)
Debora Ligas, 1989 03 01 to 1989 06 30 (elementary)
Wendy Lorenzi, 1989 01 30 to further notice (elementary)
Edna MacDonald, 1989 02 06 to further notice (elementary)
John O'Neill, 1988 12 15 to 1989 01 31 (secondary)
Rose Orta, 1988 11 23 to further notice (secondary)
Heidemarie Rinas, 1989 02 01 to further notice (secondary)
Darlene Smith, 1989 01 03 to further notice (elementary)
Mary-Martha Starkman, 1989 02 06 to 1989 06 30 (elementary)
Cheryl Stewart, 1989 01 30 to further notice (elementary)
Ronald Vine, 1989 01 23 to further notice (elementary)

(e) That the resignation of James Watt, Principal, who is retiring on superannuation, effective 1989 06 30, be accepted with regret and that he receive the Board's gratuity (elementary).

(f) That the resignation of Gene Codd, who is retiring on disability superannuation, effective 1989 06 21, be accepted with regret and that she receive the Board's gratuity (secondary).

(g) That the resignations of the following teachers, who are retiring on superannuation, effective 1989 06 30, be accepted with regret and that they receive the Board's gratuity:

Marie Ballantine (secondary)
Hazel Ellis (secondary)
William Forgrave (secondary)
Bruce Gibson (secondary)
Patricia Holbrook (elementary)
Helen Logan (secondary)
John Mannisto (secondary)
May Nugent (elementary)
Elizabeth Barbara Spanos (elementary)
John Weiss (secondary)

(h) That the resignation of Jeanne Carson, effective 1989 08 31, be accepted with regret (elementary).

(i) That John Liddell be transferred to the Permanent Staff, effective 1989 03 20, with salary according to schedule (secondary).

(j) That the request of Linda O'Grady, Vice-Principal, for a Maternal Leave of Absence, effective 1989 03 01 to 1989 06 27, be granted in accordance with conditions governing Maternal Leaves (elementary).

(k) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Linda Bilenki, 1989 03 20 to 1989 07 14 (elementary)
Lynn Coulson-Hallas, 1989 03 06 to 1989 06 30 (elementary)
Joanne Green, 1989 05 01 to 1989 08 25 (elementary)
Monika Grenville, 1989 04 17 to 1989 08 11 (elementary)
Barbara Griffith, 1989 03 20 to 1989 07 14 (elementary)
Christine Rees, 1989 04 10 to 1989 08 04 (elementary)
Doris Viastikopoulos, 1989 04 17 to 1989 06 16 (elementary)

(l) That the request of Susan Clements for a Personal Leave of Absence, effective 1989 03 20 to 1990 03 16, be granted (elementary).

(m) That the request of Katherine Coltart for an extension of her Personal Leave of Absence, effective 1989 09 01 to 1990 08 31, be granted (elementary).

(n) That the effective dates of the Personal Leave of Absence granted to Edwin Malkin at the December Meeting be changed to 1988 09 01 to 1989 01 31 (secondary).

(o) That the request of Gerald Smink for a Personal Leave of Absence, without pay, effective 1989 04 28 to 1989 05 09, be granted (secondary).

(p) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Rhonda Amey, 1989 02 27 (elementary)
Marcia Brazel, 1989 02 21 (elementary)
Brenda Finance, 1989 02 01 (.5) (elementary)
Marjorie Howden, 1989 02 13 (elementary)
Janet Van Duzen, 1988 02 13 (elementary)
Lindsey McCarthy Zablocki, 1989 03 31 (elementary)

(q) That the timetable of Diana Goessinger be increased from .5 to 1.0, effective 1989 01 30 (elementary).

(r) That the effective dates of the appointment of Dale Obermeyer to the Occasional staff, approved at the September 1988 Meeting, be changed to 1988 09 07 to 1989 06 30 (elementary).

(s) That the resignation of Patricia McLaren who is retiring on Disability Superannuation, effective 1989 03 31, be accepted with regret (secondary).

(t) That the following Principals be confirmed in their positions, effective as shown:

Richard Clark, 1989 02 13 (elementary)
Christine Lebi, 1988 12 31 (elementary)
Marjorie Randall, 1988 12 31 (elementary)

(u) That the following Vice-Principals be confirmed in their positions, effective as shown:

David LaCombe, 1988 12 31 (elementary)
Allan Male, 1989 02 13 (elementary)

(v) That the following staff members be confirmed in the position stated, effective as shown:

Patricia Dececchi, Head of Department (English),

1989 02 01 (secondary)

Lorne Evans, Assistant Head of Department (History),

1989 02 01 (secondary)

William Hendry, Vocational Assistant to the Principal,

1989 02 01 (secondary)

Helen Rees, Assistant Head of Department (Languages)

1989 02 01 (secondary)

(w) That the timetable of Janis Muller be increased from .2 to .3, effective 1989 01 19 (elementary).

(x) That the timetable of Kasturie Surat be decreased from 6/6 to 4/6 (full time Sem. 1, 1/3 Sem. 2), effective 1989 02 01 (secondary).

(y) That Stephen Coombs be appointed to the position of Acting Principal of a Secondary School, effective 1989 09 01, with salary according to schedule.

(z) That the following be appointed to the position of Acting Principal of an Elementary School, effective 1989 09 01, with salaries according to schedule:

Clarke Johnson

David LaCombe

Linda O'Grady

David Maddocks

(aa) That the following be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1989 09 01, with salaries according to schedule:

Archibald Campbell

David MacKenzie

Philip Morgan

(bb) That Jean Grant be appointed to the probationary Elementary School Clerical and Secretarial Staff (.5), (Category B2 — maximum \$394.00 per week), effective 1989 02 01, with salary according to the salary schedule (10 month employment).

(cc) That Susan Dunlop be appointed to the probationary Secondary School Clerical and Secretarial Staff (Level 1 — maximum \$380.88 per week), effective 1989 02 06, with salary according to the Collective Agreement.

(dd) That the request of Eileen Runchey, Educational Assistant Staff, for a Maternal Leave of Absence, effective 1989 03 13 to 1989 06 30, in accordance with the Employment Standards Act, be granted.

(ee) That the request of Earl Lundy, Educational Assistant Staff, for a Personal Leave of Absence, effective 1989 02 01 to 1989 06 30, be granted.

(ff) That the following Secondary School Clerical and Secretarial Staff be returned from Maternal Leaves of Absence, effective as shown:

Kathy Griffiths, 1989 02 20

Kelly Preocanin, 1989 02 06

(gg) That Verna Dell, Elementary School Clerical and Secretarial staff, be returned from a Maternal Leave of Absence, effective 1989 02 13.

(hh) That the dates of the Maternal Leave of Absence, granted at the January meeting, to Susan Radford, School Social Worker, be changed to be effective 1989 01 13 to 1989 05 11.

Respectfully submitted,

W. HICKS,
Chairman.

Board Room,
1989 02 09.

ADDENDA

The following motions were considered at the 1989 02 09 meeting of the Personnel & Organization Committee, and were LOST:

GENERAL

1. That the following recommendation be referred to the Salary Committee:

That effective 1989 02 20 the Recording Secretaries be paid for performing stenographic duties at evening Board committee meetings according to the following schedule:

Meeting lasting up to 2 hours	— \$40
Meeting lasting up to 3 hours	— \$50
Meeting lasting more than 3 hours	— \$60

2. That the following recommendation be referred to the Ad Hoc Committee established to Study the Salary and Conditions of Work for Senior Officials:

That effective 1989 02 20 the Recording Secretaries be paid for performing stenographic duties at evening Board committee meetings according to the following schedule:

Meeting lasting up to 2 hours	— \$40
Meeting lasting up to 3 hours	— \$50
Meeting lasting more than 3 hours	— \$60

REPORT OF THE SPECIAL MEETING OF THE DEVELOPMENT COMMITTEE

Present: B. Allen (Chairman); Trustees Barker, Deans, Kennedy, A. Stewart and Clarke.

Also Present: Trustees Bishop, Cunningham, Detwiler, Johnston, Mulholland, Penner, R. Stewart and Van Horne.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), J. Forrester (Superintendent of Schools — Area One), F. Kelly (Superintendent of Schools — Area Two), R. Binns (Superintendent of Schools — Area Three), P. Gillie (Superintendent of Schools — Area Four), D. Rothwell (Superintendent of Schools — Area Five), B. Sinclair (Superintendent of Human Resources), J. Yurkiw (Assistant Superintendent of Special Services), O. Jackson (Supervisor, Research Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That present and potential Albion students be accommodated in September 1989, at Parkview Vocational Secondary School or other vocational schools that are able to provide their program needs. It is understood that these students would received individual counselling through their present school in order to explore various future program possibilities.

2. That a co-educational program, integrated with the composite secondary school at Delta, be established in September 1990.

3. That the Secondary School Study Committee begin immediately to address the future program needs of secondary school students that will enable us to move toward our Mission — providing quality education for **all** children and adults in our community, to enable them to enjoy life as creative, contributing, responsible members of society.

Respectfully submitted,

Board Room,
1989 02 14.

B. ALLEN,
Chairman.

ADDENDA

The following motions were considered at the 1989 02 14 special meeting of the Development Committee, and were LOST:

1. That a co-educational program, integrated with the composite secondary school at Delta, be studied for implementation for September 1990.

2. That the following clauses be referred to the Secondary School Study Committee:

(a) That a co-educational program, integrated with the composite secondary school at Delta, be established in September 1990.

(b) That the Secondary School Study Committee begin immediately to address the future program needs of secondary school students that will enable us to move toward our Mission — providing quality education for **all** children and adults in our community, to enable them to enjoy life as creative, contributing, responsible members of society.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room
Education Centre
1989 03 07

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Bishop, Cunningham, Desmarais, Detwiler, Johnston, Kennedy, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart and R. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), J. Forrester (Superintendent of Schools, Area 1), F. Kelly (Superintendent of Schools, Area 2), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), S. Rogers (Assistant to the Secretary).

The special meeting was called to consider the special report of the Operations Management Committee.

GENERAL

Moved by Miss Cunningham, seconded by Mr. Allen: That the General Part of the Special Report of the Operations Management Committee be adopted. CARRIED.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

SPECIAL REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Barker, Johnston, Kennedy, Mulholland, Paquin, A. Stewart and R. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), J. Forrester (Superintendent of Schools - Area 1), F. Kelly (Superintendent of Schools - Area 2), R. Binns (Superintendent of Schools - Area 3), P. Gillie (Superintendent of Schools - Area 4), D. Rothwell (Superintendent of Schools - Area 5), R. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), D. Kelterborn (Manager, Property/Insurance), D. Didur (Coordinator, Computers in Education), D. Sage (Manager, Special Projects and Audit), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Board offer for sale Bell Cairn School and site to the Ministry of Government Services of Ontario on behalf of the Ministry of Correctional Services of Ontario for \$650,000 and the funds realized from the sale be placed in the Capital Reserves.

Respectfully submitted,

MARGARET CUNNINGHAM,
Chairman

Board Room
1989 03 07

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1989 03 16

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Barker, Baskin, Cunningham, Deans, Desmarais, Detwiler, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Shewfelt (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum, Special and Educational Services), Orlando (Superintendent of Plant), Kawai (Superintendent of Information Management Services), Sinclair (Superintendent of Human Resources), Ms. Gillie (Superintendent of Schools - Area 4), Rothwell (Superintendent of Schools - Area 5), Ms. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services) and Mrs. Rogers (Assistant to the Secretary).

The minutes of the last regular meeting of 1989 02 16 and special meeting of 1989 03 07 were adopted as presented.

A note of thanks from Doreen Konick for the Board's expression of sympathy and two letters from students at Albion and Westmount Secondary Schools thanking the Board for its sponsorship of their trip to the Terry Fox Youth Centre in Ottawa were read to the members. Placed on the trustees' desks was a letter from MPP Lily Munro supporting the Board's concern about the current method of determining rated pupil places; as well, Mr. Rielly reported that acknowledgements to this concern have been received from MPPs Bob Rae and Bob Mackenzie. A copy of a letter from the York Region Roman Catholic Separate School Board, addressed to the Minister of Education, about this same issue was placed on the trustees' desks.

The above correspondence was received and ordered filed.

Trustee Clarke then produced a mailbag containing the 2,450 letters received from the Hamilton taxpayers, addressed to Premier Peterson, requesting that government funding for public education be returned to the 60% level. These letters will be delivered personally by Trustee Clarke and other representatives from the Hamilton Board to the Ontario Premier on behalf of the Hamilton property taxpayers.

Committee reports were presented as follows:

Development Committee - Mrs. Deans

Operations Management Committee - Miss Cunningham

Personnel & Organization - Miss Cunningham.

Moved by Mrs. Deans, seconded by Mrs. Lowe: That the General Part of the report of the Development Committee be adopted.

Moved in amendment by Mr. Korz, seconded by Mr. Stewart: That Clause 2 be deleted and the following added in its place: That the Board seek a legal opinion on the specific concerns of trustees and officials on both the Ministry directive re: Opening Exercises, and of the Supreme Court ruling on the case of Zylberberg vs. The Director of the Sudbury Board of Education. Further, that the officials bring a report of all findings on these documents, including legal recommendations for present and future action on this issue, to a meeting of the Race Relations Committee prior to a public statement and a submission to the Watson Inquiry.

At the direction of the Chair, the amendment was divided and dealt with as follows: The amendment relative to the deletion of Clause 2 was put to a vote and was Lost.

The members were then informed that the remainder of the amendment required a two-thirds majority vote to proceed with it. Trustee Korz requested the members to allow this issue to be heard. The two-thirds majority was not received.

The original motion was then adopted.

Moved by Miss Cunningham, seconded by Canon Rogers: That the General Part of the report of the Operations Management Committee be adopted.

Moved in amendment by Mrs. Van Horne, seconded by Ms. Stewart: That Clause 7 (a) be changed to read: That the 1989 Computers in Education Budget Proposal Expenditures be \$2,664,220.00.

Trustee Van Horne said that the 1989 Computers in Education Budget Proposal Expenditures should go to Budget Review in its entirety and should not have the education grants excluded from the total figure. She also recommended that if budget cuts are made to this proposal it not be from the software budget as has happened in previous years resulting in a depleted software inventory.

Trustee A. Stewart indicated that at the time the motion to reduce the figure was presented at the Operations Management Committee there was a perception that a vote against the motion was a vote against the proposal.

Trustee Mulholland suggested that some of the statements by Trustee Van Horne will be proven to be false.

The amendment to the motion was put to a vote and was Carried.

Trustee R. Stewart requested that Clause 8(b) be voted on separately. The report, with the exception of Clause 8(b), was then adopted. Clause 8(b) was put to a vote and was adopted.

Moved by Miss Cunningham, seconded by Mrs. Van Horne: That the General Part of the report of the Personnel and Organization Committee be adopted.

Moved in amendment by Mr. Stewart and seconded by Mr. Mulholland: That Clause 4 be deleted and the original report of the Ad Hoc Committee to Study the Salary and Working Conditions of Senior Officials be submitted for the Board's approval.

The above amendment was dealt with "in-camera" and was Lost.

Clause 4 of the report was adopted at the "in-camera" session.

The report with the exception of Clause 4 was put to a vote and was adopted.

Trustee Van Horne spoke to two reports from the Ontario Public School Boards' Association. A brief executive summary of their meeting with the Ontario Treasurer in February, 1989, was placed on each trustee's desk and the larger report has been placed in the trustees' office. A copy of the other report dealing with the recommendations of the Teacher Education Steering Committee has also been placed in the trustees' office.

Trustee Barker announced that Georges P. Vanier Secondary School won the competition at the Secondary School Ontario Drama Festival, held at Sir John A. Macdonald. Vanier's winning production, which was a mime with incredible sound effects, is being shown at Westdale Secondary School on Tuesday, March 21. The regional competition will be held in St. Catharines on April 10, 11 and 12.

FRENCH LANGUAGE SECTION

Presentation of Report - Mr. Paquin.

Moved by Mr. Paquin, seconded by Mrs. Barker: That the report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Trustee Clarke, on behalf of the Board, expressed congratulations to the Hamilton Women Teachers' Association for its extremely successful fashion show, the profits from which have been donated to Inasmuch House, Hope Haven, Interval House and the Native Women's Centre.

Moved by Mrs. Deans, seconded by Mrs. Lowe: That the Elementary/Secondary part of the report of the Development Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Miss Detwiler: That the Elementary/Secondary part of the report of the Operations Management Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Canon Rogers: That the Elementary/Secondary part of the report of the Personnel and Organization Committee be adopted.

Trustee Deans declared a conflict of interest and stated she would not vote on this motion.

The report was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
FRENCH LANGUAGE SECTION
Fourth Report**

Present: Mr. Hubert Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: Mr. R. Lavoie (Superintendent of Schools — French as a First Language), Mr. I. Massouh, Principal, Georges-P.-Vanier.

The Section recommends:

1. That the following recommendations of the Director of Education be approved:

(a) That the following teachers be transferred from the Temporary Staff to the Probationary Staff, effective 1989 03 17:

Lesly Dorce
Annie Larouche

(b) That the letter from Haldimand-Norfolk re lack of qualified francophone teachers in Ontario be received for information and filed.

Respectfully submitted,

H. PAQUIN,
Chairman.

Committee Room,
1989 02 28.

**REPORT OF THE
DEVELOPMENT COMMITTEE
Fourth Report**

Present: Mr. B. Allen (Chairman); Trustees Barker, Deans, Kennedy, Korz, A. Stewart and Clarke.

Also Present: Trustees Bishop, Hicks, Johnston, Mulholland, R. Stewart, and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), J. Forrester (Superintendent of Schools — Area 1), F. Kelly (Superintendent of Schools — Area 2), R. Binns (Superintendent of Schools — Area 3), P. Gillie (Superintendent of Schools — Area 4), D. Rothwell (Superintendent of Schools — Area 5), G. Rappolt (Assistant Superintendent of Curriculum), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Report re Update - Reorganization- Superintendents of Schools Areas 4 and 5, be received for information.

2. That the Report of the Race Relations Committee be approved as follows:

(a) That a statement be prepared for public dissemination regarding the position of the Ministry of Education and the Hamilton Board of Education in regards to Opening Exercises.

(b) That the Hamilton Board of Education make a submission to the Watson Inquiry regarding Religious Education in Ontario Schools.

ELEMENTARY/SECONDARY

1. That the presentation by the Area 1 Team re Compensatory Education, Inner-City Schools, be received for information.

Respectfully submitted,

B. ALLEN,
Chairman.

Board Room,
1989 03 02.

A D D E N D A

The following motion was considered at the 1989 03 02 meeting of the Development Committee and was LOST:

1. That the Report of the Race Relations Committee be addressed as the next item of business.

REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE Fourth Report

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Barker, Johnston, Kennedy, Mulholland, Paquin, A. Stewart and R. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), J. Forrester (Superintendent of Schools — Area 1), F. Kelly (Superintendent of Schools — Area 2), R. Binns (Superintendent of Schools — Area 3), P. Gillie (Superintendent of Schools — Area 4), D. Rothwell (Superintendent of Schools — Area 5), B. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), D. Kelterborn (Manager, Property/Insurance), D. Didur (Coordinator, Computers in Education), D. Sage (Manager, Special Projects and Audit), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation of the Director of Education be approved:

(a) That approval be granted to permit the Child Care Program Leader and the umbrella non-profit board to proceed with the proposed child care centres at Southview Adult Education facility and at Sir Winston Churchill Secondary School. This is to be done

in conjunction with the Ministry of Community and Social Services as in the case of the centres at Hill Park and Scott Park. The process will be supported by the child care policy framework as approved on 1988 11 10.

2. That the report of Investment of Short Term Funds be received for information.

3. That the report on Cash Flow be received for information.

4. That the Canada Day holiday be observed on Monday 1989 07 03.

5. That the request from the Adult Basic Education Association for financial support of \$6,000 be referred to the Budget Review Committee.

6. That in 1989 the Reserve for Dofasco Inc. Assessment Appeal be increased by \$690,000.

Clause 7. (a) was amended at Board.

7. That the Report of the Micro-computer Advisory Committee regarding the 1989 Computers in Education Budget Proposal Expenditures be approved as amended, as follows:

(a) That the 1989 Computers in Education Budget Proposal Expenditures be \$2,524,220 instead of \$2,664,220.

8. That the following recommendations of the Report of the AIDS Policy Committee be approved:

(a) That the Terms of Reference — AIDS/ARC (Acquired Immune Deficiency Syndrome/AIDS Related Complex) as presented to the Committee be accepted.

(b) That the present Board of Education Aids Policy is appropriate.

(c) That the Ministry of Health film "Decisions, Decisions" be shown in our schools.

(d) That the Hamilton Board of Education strongly recommend the Ministry of Education move from one Secondary compulsory Health and Physical Education credit to two Secondary compulsory credits, one for Health and one for Physical Education.

ELEMENTARY/SECONDARY

1. That the recommendation of the Review and Analysis Committee that Vincent Massey School be closed effective June 1990, be approved.

2. That the following recommendations of the Director of Education be approved as presented to the members.

(a) That the following trip requests be approved:

(i) Parkview, Grades 9-12, Canterbury Hills, 1989 04 25-27 (Tuesday to Thursday)

(ii) Parkview, Grades 9-12, Ottawa, 1989 05 11-13 (Thursday to Saturday)

(iii) Scott Park, Grade 9 Art, McMichael Canadian Collection, Kleinburg, 1989 04 26 (Wednesday)

(iv) Scott Park, Grades 12-13 History, Washington D.C., 1989 05 24-28 (Wednesday to Sunday)

(v) Sir John A. Macdonald, Grade 9, Ottawa, 1989 05 11-13 (Thursday to Saturday)

(vi) Vincent Massey, Hill Park, Westdale, Sherwood, TR, Kingston, 1989 05 29-31 (Monday to Wednesday)

(vii) Westdale, Grades 12-13, Washington and Williamsburg, 1989 05 01-05 (Monday to Friday)

(viii) Burkholder, Grades 6-8, Outdoor Education, Camp Arowhon, 1989 06 14-17 (Wednesday to Saturday)

(ix) G. L. Armstrong, Grade 6, Outdoor Education, Camp Wanakita, 1989 05 17-19 (Wednesday to Friday)

(x) Westview, Grade 8, Ottawa and Kingston, 1989 05 03-05 (Wednesday to Friday)

(xi) Westview, Grade 7, Outdoor Education, Camp Arowhon, 1989 06 11-14 (Sunday to Wednesday)

(xii) Barton, Grades 9-13, Outdoor Education, Algonquin Park, 1989 05 24-27 (Wednesday to Saturday)

(xiii) Sherwood and Barton, Grades 11-12, Washington, D. C., 1989 04 27-30 (Thursday to Saturday)

(xiv) Sir Allan MacNab, Grades 10-13, Orleans, France, 1989 05 07-13 (Sunday to Saturday) — O.F.S.A.A. Basketball Tournament

(xv) Sir Allan MacNab, Grade 13, Washington, D. C., 1989 05 09-13 (Tuesday to Saturday)

(xvi) Westmount, Grade 12 Geography, Niagara Falls, New York, one of 1989 04 04, 05, 06 (Tuesday, Wednesday or Thursday)

(xvii) Ryerson, Grade 8, Artpark, Lewiston, New York, 1989 06 02 (Friday)

Respectfully submitted,

M. CUNNINGHAM,
Chairman.

Board Room,
1989 03 07.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
Fourth Report**

Present: Mr. R. Mulholland (Chairman Pro Tem); Trustees Baskin, Johnston, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Barker, Bishop, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Korz, Penner, Rogers and A. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum and Special & Educational Services), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), R. Kawai (Superintendent of Information Management Services), J. Forrester (Superintendent of Schools, Area 1), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), R. Lavoie (Superintendent of Schools, French as a First Language), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That Lois Morin be appointed to the probationary Clerical Staff, in the position of Audio-Visual Services Clerk, Media Services (Category D — maximum \$472.00 per week), effective 1989 02 27, with salary according to the salary schedule.

(b) That Claire Vander Beek be appointed to the probationary Clerical Staff, in the position of Recording Secretary, Minutes Room (Category F2 — maximum \$551.00 per week), effective 1989 03 20, with salary according to the salary schedule.

(c) That Marian Avery, Clerical Staff, be promoted to the position of Lunchroom Program Leader (Administrative Category 21 — maximum \$31,733 per annum), with a one year probationary period, effective 1989 03 20, with salary according to the salary schedule.

(d) That the resignations of the following Cleaners, for the purposes of retirement, effective 1989 06 30, be accepted with regret, and that the Board's gratuity be paid:

Helen Ferster
Kathleen Johnson
Nora Rayner

(e) That the resignations of the following Cleaners, for the purposes of retirement, effective as shown, be accepted with regret:

Sheila Avery, 1989 02 25
Hilda Myler, 1989 06 30

(f) That the request of Dr. Colin Pryor, Chief Psychologist, for a Personal Leave of Absence, effective 1989 09 11 to 1990 08 31, be granted.

(g) That Tom Costello be appointed to the position of Equipment Repair Technician II (Administrative Category 24 — maximum \$28,885 per annum), with a one year probationary period, effective 1989 04 03, with salary according to the salary schedule.

(h) That Patricia Squire be appointed Psychological Consultant (.2) with a one year probationary period, effective 1989 03 21, with salary according to the salary schedule (work year 10 months).

(i) That Linda Tsaros be confirmed in the position of Psychological Consultant, effective 1989 02 15.

(j) That Robert Orlando be confirmed in the position of Superintendent of Plant, effective 1989 03 21.

(k) That Ronald Green be confirmed in the position of Secondary School Foreman, effective 1989 02 28.

2. That the progress report on the Pay Equity and Job Evaluation Project be received for information.

3. That the following report of the Affirmative Action Committee be approved:

(a) That the Hamilton Board of Education target the following groups to raise them towards existing provincial levels:

(b) That the Board of Education accept the Ministry target that by the year 2000 in all occupational categories there will be at least 30% females, and that there be a target of at least 30% males in all those categories in which males are significantly under-represented.

4. That the Report of the Ad Hoc Committee to Study the Salary and Working Conditions for Senior Officials be referred back to that committee to allow further negotiations.

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That Sandra Stewart be appointed to the Probationary Staff, effective 1989 03 20, with salary according to schedule (elementary).

(b) That the following teachers be appointed to the Occasional Staff, effective as shown:

Sheila Bharath, 1989 02 06 to 1989 03 10 (elementary)
John Blackmore, 1989 03 20 to 1989 06 30 (elementary)
Heather Britton, 1989 02 27 to 1989 06 09 (elementary)
Louise Chambers, 1989 02 02 to further notice (secondary)
Jeffrey Deans, 1989 04 17 to 1989 06 30 (elementary)
Maureen Eitel, 1989 01 31 to 1989 02 24 (1.0) (elementary)
1989 02 27 to 1989 03 10 (.5)
Linda Haist, 1989 01 16 to further notice (elementary)
Barbara Jarrett, 1989 02 20 to 1989 06 23 (secondary)
George Karambelas, 1989 02 06 to further notice (secondary)
Wayne Lee, 1989 02 20 to further notice (secondary)
Shirley MacDougall, 1989 01 24 to 1989 02 24 (elementary)
1989 03 30 to further notice

Emily McDonald, 1989 01 23 to 1989 02 17 (.5) (elementary)
1989 03 31 to further notice
Nancy McMullen, 1989 01 17 to 1989 02 14 (elementary)
Elizabeth McQueen, 1989 02 14 to further notice (secondary)
Marjorie Nelson, 1989 04 10 to 1989 06 30 (elementary)
Linda Potocic, 1989 02 01 to further notice (secondary)
Alice Ronhaan, 1989 01 30 to 1989 02 24 (elementary)
Helen Terhljan, 1989 03 20 to 1989 06 30 (elementary)
Joyce Timson, 1989 04 17 to 1989 06 16 (elementary)
Joanne Woods, 1989 03 21 to 1989 06 23 (elementary)

(c) That the resignation of David Lowden, Vice-Principal, who is retiring on superannuation, effective 1989 06 30, be accepted with regret and that he receive the Board's gratuity (secondary).

(d) That the resignation of Alice Williamson, who is retiring on superannuation, effective 1989 04 10, be accepted with regret and that she receive the Board's gratuity (secondary).

(e) That the resignations of the following teachers, who are retiring on superannuation, effective 1989 06 30, be accepted with regret and that they receive the Board's gratuity:

Margot Armit (elementary)
George Black (secondary)
Eileen Buscombe (secondary)
Donald Collins (elementary)
Fred Daines (secondary)
Mohamed Hamouda (secondary)
Ruth Hannay (elementary)
Panchal Mansaram (secondary)
Harry Marshall (secondary)
Wilfred Pugh (elementary)
Winnifred Sleep (elementary)
Jean Wager (elementary)

(f) That the resignations of the following teachers, effective 1989 08 31, be accepted with regret:

Marisa Bucci (elementary)
Mark Whinton (secondary)

(g) That the request of Gail Higson for Release of Contract, effective 1989 03 17, be accepted (elementary).

(h) That James Wilson be appointed to the position of Acting Head of Department (Technical), effective 1989 09 01, with salary according to schedule (secondary).

(i) That the following teachers be transferred to the Permanent Staff, effective 1989 04 13, with salaries according to schedule:

Carla Dillenberger (elementary)
Jane Pilling (secondary)

(j) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leaves:

Victoria Goettler, 1989 04 10 to 1989 08 04 (elementary)
Sandra Hanlon, 1989 05 01 to 1989 08 25 (elementary)
Jane Hashimoto-Banks, 1989 05 01 to 1989 08 25 (elementary)
Laura Manente, 1989 05 01 to 1989 08 25 (elementary)

(k) That the request of Dzintra Ozols for a Maternal Leave of Absence, effective 1989 02 27 to 1989 06 23, be granted in accordance with conditions governing Maternal Leaves and that this Leave be followed by a Parental Leave of Absence, effective 1989 06 26 to 1990 08 31 (elementary).

(l) That the request of David W. Donat to extend his Loan of Service with the Department of National Defence, effective 1989 09 01 to 1990 08 31, be granted (secondary).

(m) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Joyce Baker, 1989 03 20 (.5) (elementary)
Donna Bennett, 1989 03 20 (elementary)
Joseph Hammill, 1989 09 01 (secondary)
Geza Kocsis, 1989 09 01 (secondary)
Helen Reio, 1989 09 01 (secondary)

(n) That the increase in timetable of the following teachers be granted, effective as shown:

Celia Borges, from 3/6 to 6/6 (full time Semester 1 and 2), 1989 02 01 (secondary)
Flora Cocolakis, from .5 to 1.0, 1989 01 16 to further notice (elementary)

Helen Donohoe, from .5 to 1.0, 1989 01 17 to further notice (elementary)

Ward Shipman, from 5/6 to 6/6 (full time Semester 1 and 2), 1989 02 01 (secondary)

Kasturie Surat, from 4/6 to 5/6 (full time Semester 1, 4/6 Semester 2) 1989 02 20 (secondary)

Gloria Woodruff, from .5 to 1.0 1989 02 20 to 1989 06 30 (elementary)

(o) That the following be appointed to the position of probationary Secondary School Clerical and Secretarial Staff (Level 1 — maximum \$401.88 per week), effective as shown, with salary according to the Collective Agreement:

Lynn DiFrancesco, 1989 02 20

Carrie Eustace, 1989 03 20

(p) That the following teachers be appointed to the Probationary Staff, effective 1989 03 20, with salary according to schedule:

George Karambelas (elementary)

Marvin Kuehn (secondary)

Jill Linkert (secondary)

Nancy McMartin (.5) (elementary)

(q) That the timetable of Mary Schoffield be decreased from 5/6 to 4/6 (full time Semester 1, 2/6 Semester 2), effective 1989 02 01 (secondary).

(r) That the increase in timetable from .5 to 1.0 granted to Patricia Kadechuk at the December Meeting be extended to 1989 06 30 (elementary).

(s) That the request of Heather Cavanagh for an overseas exchange with a teacher from New Zealand for the period 1989 09 01 to 1990 08 31, be approved subject to the condition that a suitable exchange teacher from New Zealand can be arranged through the Ministry of Education (elementary).

(t) That Karen Forbes, Secondary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1989 03 20.

(u) That Phillip Morgan be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1989 03 20, with salary according to schedule.

2. That the following Request re "Four Over Five" Plan be approved:

(a) That approval be granted for the request of Roger Baxter to change the dates of his Leave of Absence under the Salary Holdback Plan ("4 over 5") of the 1988-1989 Elementary School Collective Agreement, from the 1989-1990 school year to the 1990-1991 school year, effective 1990 09 01 to 1991 08 31.

Respectfully submitted,

RAY MULHOLLAND,
Chairman, Pro Tem.

Board Room,
1989 03 09.

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1989 04 18

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Shewfelt (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum, Special and Educational Services), Orlando (Superintendent of Plant), Kawai (Superintendent of Information Management Services), Sinclair (Superintendent of Human Resources), Forrester (Superintendent of Schools — Area 1), Binns (Superintendent of Schools — Area 2), Kelly (Superintendent of Schools — Area 3), Ms. Gillie (Superintendent of Schools — Area 4), Rothwell (Superintendent of Schools — Area 5), Ms. Rappolt (Assistant Superintendent of Curriculum), Yurkiw (Assistant Superintendent of Special Services) and Mrs. Rogers (Assistant to the Secretary).

The minutes of the last regular meeting of 1989 03 16 and special meeting of 1989 03 07 were adopted as presented.

Letters from Education Minister Chris Ward and MPP Shirley Collins re determination of pupil place ratings were read to the members, each stating that the Ontario Government has undertaken a comprehensive review of the Capital Grant Plan to address such concerns. Also read were responses from MPPs Shirley Collins and Lily Munro about the costs incurred by the Hamilton taxpayers in the transfer of Elizabeth Bagshaw School to the Separate School Board.

Trustee Detwiler asked the officials to consider the significance of the Education Minister's reference to the pupil/teacher ratio of 1-20 as it relates to class size, which is a dif-

ferent issue. If the officials think it advisable, she requested they bring this to the Minister's attention.

All communications were received and ordered filed.

Mr. Korz gave notice that he will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

Be it resolved that the Board of Education in full assembly supports, *for the purpose of public account*, the daily reading of the Lord's Prayer in public schools.

Committee reports were presented as follows:

Development Committee — Mr. Allen
Operations Management, regular and special
— Miss Cunningham
Personnel & Organization — Mr. Hicks
Budget Review Committee — Miss Cunningham
Board's Negotiating Committee — Miss Detwiler

Moved by Mr. Allen, seconded by Mr. Kennedy: That the General Part of the Report of the Development Committee be adopted.

Moved in amendment by Mrs. Van Horne, seconded by Miss Detwiler: That Clause 3 (b) General be deleted.

Trustee Van Horne felt that in view of the ruling from the Supreme Court of Ontario, a letter from the Ontario Public School Board Association's Council, and a clear directive from the Minister of Education, the request for officials to seek advice or comment from the Ministry would make the trustees look foolish and unknowledgeable. The request for a legal recommendation was also unnecessary in light of the Supreme Court ruling.

Trustee Rogers, as Chairman of the Race Relations Committee, said the request at the committee was for Mr. Rielly to seek clarification and it was not the intention to have the clause included in the Report.

Trustee Korz asked the trustees to read the wording of his motion and offered to delete the section on seeking legal opinion. He wished clarification from the Ministry which

he felt may save future legal fees and allay constituent concerns.

Trustee R. Stewart opposed the amendment as most court rulings have several interpretations and the Ministry's interpretation could prove helpful to the Board in the future.

A recorded vote was requested and the amendment was Carried. Those in favour: Trustees Baskin, Bishop, Johnston, A. Stewart, Van Horne, Rogers, Deans, Lowe, Detwiler, Kennedy, Penner, Desmarais, Paquin, Cunningham, Hicks, Allen and Clarke. Those opposed: Trustees Mulholland, R. Stewart, Korz and Barker.

The motion, as amended, was put to a vote and was Carried.

Moved by Mrs. Van Horne, seconded by Canon Rogers: That the General Part of the Report and Special Report of the Operations Management Committee be adopted.

Moved in amendment by Miss Cunningham, seconded by Canon Rogers: That Clause 3 (a) iii) be amended to read "construction of a multi-functional auditorium".

Trustee Cunningham emphasized the community's sincere appreciation to the Board for its support in considering their concerns over the renovations; however, they would like a facility that could accommodate the needs of the students. Miss Cunningham outlined some of the specifics of the requests and indicated that Mr. Orlando has been attempting to do the costings.

Trustees Allen and Hicks felt this proposal should go back to the Operations Management Committee for a more definitive costing.

Mr. Orlando reported that the proposal was viable and would occupy space that would not otherwise be used. His preliminary estimate was \$650,000, including fees.

The amendment was put to a vote and was Carried.

Moved in amendment by Miss Cunningham, seconded by Canon Rogers: That recommendation 3 (a) be amended

to include renovations of the Auto Spray/Instructional and Auto Body Room for two instructional classrooms (History and Geography).

Trustee Cunningham pointed out that the above rooms were included in the original plan but were deleted to meet the budget requirements. Mr. Orlando quoted the above work at a cost of \$120,000.

Trustee R. Stewart asked whether there would be additional costs if this plan was postponed at this time.

Mr. Orlando said there would be some escalation in costs because it would be a future consideration and there would be an additional cost for another contractor. He felt there were definite savings to be realized if the work was done in concert with the other renovations.

Moved in amendment to the amendment by Mr. Allen, seconded by Mr. Hicks: That the proposed renovations of the auto body area at the current Albion School be referred to May's Operations Management Committee for a detailed costing.

Trustee Rogers advised the Board that there was some urgency to have this work tendered.

Trustees Korz and Johnston did not support the above motion and referred to the previous decision regarding renovations.

Trustee Penner quoted from Section 34 of the Rules and Regulations and suggested this rule would apply in this instance.

The amendment to the amendment was put to a vote and was Lost.

The amendment was put to a vote and was Carried by a two-thirds majority.

The motion on the General Part of the Report, as amended, and Special Report was put to a vote and was Carried.

Moved by Mr. Hicks, seconded by Mrs. Deans: That the General Part of the Report of the Personnel & Organization Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mr. Stewart: That the General Part of the Report of the Budget Review Committee be adopted.

Trustee Deans requested that Clauses 1 and 2 be voted on separately.

Trustee Deans, Allen and Rogers declared a conflict of interest and stated they would not be voting on Clause 1, Lines 1 and 2.

Trustee Baskin stated she will not be supporting the passage of this budget. She felt the budget was too high, not because of the Province of Ontario, but rather due to the actions of this Board of Trustees and re-organization which has created top level, highly paid staff. She referred to her defeated motion in 1988 asking for a cost for re-organization. She did not attend Budget Review Committee meetings, other than the first one, as 80% of the budget involves staffing and is, therefore, untouchable. She felt the Board is making it increasingly difficult for the aging population to maintain their homes.

Trustee Bishop did not feel the increase in budget was due to re-organization. She referred to 20 new or re-allocated positions in re-organization but pointed out the increase of over 200 new staff were mostly elementary school teachers as the Board moves towards bringing the pupil/teacher ratio to an average of 1-20 in Grades 1 and 2 by 1990. She felt it was important that Hamiltonians know that is why there is an increase in the budget.

Trustee Detwiler clarified that 80% of the budget is for salaries, wages and benefits and not just staffing. She also pointed out that enrollment in the secondary schools is remaining constant while it is increasing in the elementary schools.

Trustee Lowe emphasized that the Board did manage to cut 2.8 million dollars from the budget. She publicly stated that she appreciated the fact that both the officials and trustees were working towards a common goal. She recog-

nized the process must have been distressing to the officials but complimented the Director in particular for the grace with which he handled the process. She cautioned the Trustees, however, that future requests and decisions will have to be viewed and considered realistically. She added that she has requested a report on the cost of re-organization and is pleased that one will be forthcoming.

Clause 1 was put to a vote and was Carried.

Clause 2 was put to a vote and was Carried.

Clause 3 was put to a vote and was Carried.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That the Report of the Board's Negotiating Committee be adopted. Carried.

Under New Business, Mrs. Clarke drew the members' attention to the Ontario Public School Board Association's request for nominations for its Awards program and encouraged submissions of nominations.

Trustee Barker announced that Ecole Georges P. Vanier drama group won the Regional drama competition in St. Catharines and they are now going on to Toronto to compete against different Ontario regions. She wished them the best of luck.

FRENCH LANGUAGE SECTION

Presentation of report of the French Language Section — Mr. Paquin.

Presentation of report of the Budget Review Committee, French Language Section — Mr. Paquin

Moved by Mr. Paquin, seconded by Mrs. Barker: That the Report of the French Language Section be adopted. Carried.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the Report of the Budget Review Committee, French Language Section, be adopted. Carried.

ELEMENTARY/SECONDARY

Mr. Rielly read a letter from the Lieutenant Governor of Ontario expressing his acceptance of the resolution to name the new elementary school on Ravenbury Drive the

"Lincoln M. Alexander" Elementary School and asking that his appreciation be expressed to the members of the Board, the principal, staff and students of this school for such singular recognition. Mr. Rielly also drew the members' attention to the letter from Ross & McBride, Barristers and Solicitors, re French Immersion, A. M. Cunningham School.

Moved by Mrs. Deans, seconded by Mr. Korz: That the Lieutenant Governor be invited to the Official Opening of our new Lincoln M. Alexander Elementary School. Carried.

Moved by Mr. Mulholland: That the correspondence from Ross & McBride be dealt with under Unfinished Business. Carried.

Moved by Miss Cunningham, seconded by Mr. Kennedy: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted.

Moved in amendment by Mr. Mulholland, seconded by Mr. Stewart: That Clause 2 (a) and (b) of the Elementary/Secondary Part of the Operations Management Committee be deleted and the following be approved: That the maximum number of senior kindergarten French Immersion students attending A. M. Cunningham School in September, 1989, be 30, for one year only.

Trustee Mulholland felt that the lateness of the hour of the Operations Management Committee meeting had resulted in the current recommendation and he wished the trustees to reconsider this issue and replace it with the amendment.

Trustee R. Stewart seconded the amendment to ensure a lottery never occurs in this system.

Mrs. Clarke called a vote and the members were in favour of dealing with the amendment as two separate motions.

Trustee Van Horne then requested that clauses 2(a) and (b) also be dealt with separately.

Trustee Detwiler pointed out that the amendment relative to the maximum 30 students says nothing about class

division. She believed that a class of 30 students would not be administratively feasible.

The amendment to delete Clause 2 (a) was put to a vote and was Lost.

The amendment to delete Clause 2 (b) was put to a vote and was Carried.

Moved in amendment by Mrs. Van Horne, seconded by Miss Cunningham: That, according to Board Policy re French Immersion enrollment, dated 1986 01 09, Clause (ii), the 19 children presently enrolled for French Immersion Kindergarten who have siblings already in the A. M. Cunningham program be admitted in September, 1989, and the other 6 available openings be filled by having registration re-opened at 8:00 a.m. on Tuesday, 1989 04 25.

Trustee Van Horne admitted that, while she had made the motion to hold a lottery, she did not consider it a desirable alternative. She pointed out that, according to Board policy, siblings have the next choice of entering the program and she apologized for neglecting that fact at last week's meeting.

Trustee Deans spoke in opposition to the motion. She elaborated on the success of the French Immersion program despite the trustees' handling of the problems that arise. She felt the motion was not fair and that there had to be a better solution.

Trustee Mulholland said his original amendment represented a simple solution and an attempt to provide access for five children to attend the school of their choice and a program that the Board supports. He found it difficult to accept the Board's direction tonight as there was accommodation available and no increase in staff was involved.

Trustee Bishop stated that while the issues of registration procedure and boundaries must be addressed in the near future there was another solution to this problem.

Trustees Bishop, Korz and Allen spoke against the motion not wishing the community to be victimized by the Board's error.

Trustees Lowe, Hicks and Detwiler spoke in favour of the motion in consideration of future accommodation and staffing problems that could arise.

A recorded vote was requested and the motion was Carried. Those in favour: Trustees Baskin, Johnston, A. Stewart, Van Horne, Rogers, Lowe, Detwiler, Kennedy, Penner, Cunningham, Hicks and Clarke. Those opposed: Trustees Mulholland, Bishop, R. Stewart, Deans, Korz and Allen.

Trustee Allen referred to Clause 1 (c) (v) and (viii) regarding the two school trips planned for Washington, D. C. and expressed his concern for the safety of the students travelling to that City. He strongly requested the officials to ensure the teachers responsible for these two trips are diligent in closely supervising the students at all times.

Mr. Rielly agreed to follow through with Trustee Allen's request.

At Trustee Deans' request, the Report of the Operations Management Committee was voted on with the exclusion of Clause 2 and was Carried.

Clause 2, as amended, was put to a vote and was Carried.

Moved by Mr. Hicks, seconded by Mr. Penner: That the Elementary/Secondary Part of the Report of the Personnel & Organization Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Ms. Stewart: That the Elementary/Secondary Part of the Report of the Budget Review Committee be adopted.

The Chairman stated that Clauses 1 and 2 would be voted on separately.

Trustees Deans, Allen and Rogers declared a conflict of interest and stated they would not be voting on Clause 1, Lines 1 and 2.

Clause 1 was put to a vote and was Carried.

Clause 2 was put to a vote and was Carried.

Under Unfinished Business, the letter from the lawyers re French Immersion, A. M. Cunningham, was ordered received and filed.

The meeting then adjourned.

Adopted as presented.

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Chairman.

**REPORT OF THE
FRENCH LANGUAGE SECTION
Fifth Report**

Present: Mr. Hubert Paquin (Chairman); Trustees Barker and Desmarais.

Also Present: Trustee Clarke

Officials Present: Mr. R. Lavoie (Superintendent of Schools — French as a First Language).

The Section recommends:

1. That the recommendation of the Director of Education be approved as presented to the members:

(a) That the request of Josée Gagnon, Secondary School Clerical and Secretarial Staff, for a Maternal Leave of Absence be granted, effective 1989 03 20 to 1989 07 14, in accordance with the Employment Standards Act.

2. That the report of the minority section of the Hamilton Board of Education regarding the Special Education Annual Review be forwarded to the Ministry as requested.

Respectfully submitted,

H. PAQUIN,
Chairman.

Committee Room,
1989 04 04.

**REPORT OF THE
DEVELOPMENT COMMITTEE
Fifth Report**

Present: Mr. P. Kennedy (Chairman Pro-Tem); Trustees Barker, Korz, A. Stewart and Clarke.

Also Present: Trustees Bishop, Detwiler, Hicks, Johnston, Mulholland, Penner, Rogers and R. Stewart.

Officials Present: K. A. Rielly, Director of Education and Secretary; A. Stockwell, Associate Director of Education; P. Shewfelt, Superintendent of Finance and Treasurer; F. Kelly, Superintendent of Schools, Area 2; R. Binns, Superintendent of Schools, Area 3; P. Gillie, Superintendent of Schools, Area 4; R. Lavoie, Superintendent of Schools — French as a First Language; B. Sinclair, Superintendent of Human Resources; G. Rappolt, Assistant Superintendent of Curriculum; J. Yurkiw, Assistant Superintendent of Special Services; R. Kennedy, Assistant Superintendent, Staffing

The Committee recommends:

GENERAL

1. That the Re-organization Update Report by the Superintendent of Schools — Area 3 be received for information.

2. That the Re-organization Update Report by the Superintendent of Human Resources be received for information.

3. That the Report of the Race Relations Committee be accepted as presented to the members.

(a) That a Sub-Committee be formed to deal with the presentation to the Glenn Watson Commission, emphasizing such items as the support for:

- i) adequate curriculum
 - ii) adequately trained instructors
 - iii) that pilot projects be established
- and such items as the Committee may bring forth.

Clause (b) deleted at Board.

(b) That the Board of Education seek Ministry clarification on the following concerns about both the Ministry directive re

Opening Exercises, and of the Supreme Court ruling on the case of Zylberberg vs. The Director of the Sudbury Board of Education:

i) The way in which the Ministry directive affects or is affected by Section 235 (a) of the Education Act;

ii) Whether daily readings from various religious traditions do or do not discriminate against those not from the religious background of the reading in question, and whether the policy of daily readings from different religious and non-religious traditions simply puts the concerns of the applicants in the case of Zylberberg vs. The Director of the Sudbury Board of Education on a rotational basis of daily discrimination against groups not represented on any one particular day;

iii) Whether or not the parents of students in the Hamilton school system would have any perceived basis for court action should the Hamilton Board take the following action:

1) daily readings from various religious and non-religious traditions (as in "ii" above), or

2) no religious readings, but the use of other readings which might be described as secular humanist, making this the "religion" of the Hamilton Board of Education,

3) multi-religious education,

4) no religious education

iv) Whether the Judaeo-Christian basis of i) The Lord's Prayer or ii) The Psalms excludes them from the Ministry directive of "no one religion shall be used exclusively or be given a position of primacy", thereby making their daily reading permissible.

Further, that the officials bring a report of all these findings, including a legal recommendation for present and future action on this issue, to a meeting of the Race Relations Committee.

(c) That the Amended Working Paper "Towards Race Relations and Ethnocultural Equity" be accepted.

Respectfully submitted,

P. KENNEDY,
Chairman, Pro-Tem.

Board Room,
1989 04 06.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
Fifth Report**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Baskin, Hicks, Johnston, Kennedy, Korz, Mulholland, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), J. Forrester (Superintendent of Schools, Area One), F. Kelly (Superintendent of Schools, Area Two), R. Binns (Superintendent of Schools, Area Three), P. Gillie (Superintendent of Schools, Area Four), D. Rothwell (Superintendent of Schools, Area Five), B. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), J. Yurkiw (Assistant Superintendent, Special Services), G. Rutledge (Controller), E. Hodgins (Manager, Financial Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That Secondary and Middle Schools in our system be given the option of implementing a recycling system on a volunteer basis.

2. That the following recommendations of the Director of Education be approved:

(a) That up to 12 secondary school students, one from each composite school, be permitted to attend a Business Education Student Leadership Conference in Bolton, Ontario, 1989 05 16-17 (Thursday to Friday).

(b) That two Business teachers, who are participating in the planned Business Education Student Leadership Conference in Bolton, Ontario, accompany and supervise the students, and that each received \$65.00 for their expenses.

(c) That a grant application in the amount of \$2,993 to Employment and Immigration Canada (Student Employment) for a photographer to take pictures of each Board location for use in the Property and Insurance department, during an 18 week period, be approved, at a cost to the Board of \$2,407.00.

(d) That a grant application in the amount of \$2,993.00 to Employment and Immigration Canada (Student Employment) for a programmer to computerize the Warehouse inventory system, during an 18 week period, be approved, at a cost to the Board of \$1,107.00.

(e) That a grant application in the amount of \$5,486.00 to Employment and Immigration Canada (Student Employment) for 2 research assistants to work in Human Resources on (i) job descriptions and career planning (17 weeks) and (ii) non-sexist language usage (16 weeks), be approved, at a cost to the Board of \$2,032.00.

(f) That a grant application in the amount of \$1,330.00 to Employment and Immigration Canada (Student Employment) for a programmer to develop programs for Assessment, during an 8 week period, be approved, at a cost to the Board of \$492.00.

(g) That a grant application in the amount of \$2,993.00 to Employment and Immigration Canada (Student Employment) for a programmer to computerize Accounting systems, during an 18 week period, be approved, at a cost to the Board of \$1,107.00.

(h) That a grant application in the amount of \$2,826.00 to Employment and Immigration Canada (Student Employment) for one student to review inventory and records of hazardous chemicals/materials be approved, at a cost to the Board of \$2,700.00.

(i) That three applications to Employment and Immigration Canada, Work Orientation Workshops (programme for potential dropouts) to provide work experience and to promote a stronger relationship and better understanding between the private employment sector and the education system, at no cost to the Board, be approved.

(j) That retroactive approval be granted for the Board's application to the Ministry of Education's Funding for Professional Development Activities related to the Implementation of Family Violence Initiatives for which \$5,000 has been received.

3. That the following recommendations relative to the Renovations to Albion School be approved:

Clause (a) amended at Board.

(a) That Superintendent of Plant be authorized to have the Architect proceed with design and tendering for the renovations at an estimated cost of \$3,855,000, to include separate costs for:

- i) supply & installation of air conditioning
- ii) provision for a full elevator
- iii) construction of auditorium

(b) That pursuant to the provisions of Part VIII, Section 208, sub-section 1, of the Education Act, the Superintendent of Finance and Treasurer be authorized to make application to the Ontario Municipal Board for approval to issue debentures for the estimated net cost of this project for a period not to exceed fifteen (15) years.

(c) That the Superintendent of Finance and Treasurer be authorized to make application to the Regional Municipality of Hamilton-Wentworth to issue debentures for the estimated net cost of this project, a period not to exceed fifteen (15) years.

4. That a report be presented to the June meeting of the Operations Management Committee to include:

- the lowest amount in Capital Reserves for the past ten years and reflect that amount in today's dollars,
- how much we need in Capital Reserves to be secure,
- the amount we will be paying off for debentures in the next five years,
- the largest amount of debentures that have been owed in past years and reflect that amount in today's dollars.

5. That the presentation from the Community Committee for the Elizabeth Bagshaw/Albion Transfer be received for information.

6. That the following report of the Special Education Advisory Committee be approved:

(a) That the present committee evaluating the writing of IPPs consider the adoption of Student Transition Plans within the present IPP framework, for exceptional students in Secondary

Schools, to prepare them for employment, community living and/or further education; and that the Committee include community resources personnel and parents for developing this plan.

7. That the report on the Investment of Short Term Funds be received for information.

8. That the report on Cash Flow be received for information.

9. That the 1988 Audited Financial Statement be approved as presented to the members.

10. That the 1988 Audited Financial Statement for the Board of Education for the City of Hamilton Foundation be approved as presented to the members.

11. That the calendars for the Hamilton school system for the 1989-1990 school year be approved.

1989 - 1990 PROFESSIONAL ACTIVITY DAYS

Date	Elementary Alter. Ed. T.R.	Vocational	Composite	G P.Vanier	Alter. Ed.
Sept. 25	1. in-school				
Oct. 26-27	1. in-school				
Nov. 24					1. in-school
Dec. 6	3. interviews JK-8				
Jan. 29-31		5. turn around			
Jan. 30-31			5.	5.	
Feb. 12	1. in-school				
Mar. 2	3. interviews	2. curr. imp.	2. curr. imp.	2. curr. imp.	2. curr. imp.
May 4	6. HTF	7. OSSTF	7. OSSTF		7. OSSTF
May 11				7. AEFO	
May 27					1. in-school
June 4	3. interviews				
June 26-29		5. year-end			
June 25-29			5. year-end	5. year-end	5. year-end
June 29	4. year-end				

PROFESSIONAL ACTIVITY DAYS

1. School-oriented in-service; program planning, implementation and evaluation.

2. Curriculum implementation by Superintendents of Schools, Area Supervisors, Principals and Co-ordinators.

3. Parent/teacher interviews to promote a better understanding and communication between the schools and the community they serve.

4. Year-End (elementary) - day used for evaluation, orientation and school closing.

5. Turn-Around or Year-End (secondary) - evaluation of the semester just ended and organization for the ensuing semester.

6. Hamilton Teachers' Federation - a professional activity day.

7. Ontario Secondary School Teachers' Federation or Association des enseignantes et des enseignants franco-ontariens (AEFO) - a professional activity day.

12. That the following recommendations relative to Stinson School Renovations and Designation under the Ontario Heritage Act be approved:

(a) That the Superintendent of Plant be authorized to have the Architect include the provision of a sprinkler system in the project.

(b) That the Board advise the Local Architectural Conservation Advisory Committee (L.A.C.A.C.) that it wishes to proceed with the designation of the building under the Ontario Heritage Act.

(c) That the Board make application to the Ministry of Culture and Communications for a Cultural Facilities Improvement Program (C.F.I.P.) grant.

(d) That the net cost of this project be financed from Capital Reserves.

13. That the following recommendation regarding the Contract for Renovations at Prince of Wales School be approved:

That the tender of The Frid Construction Co. Ltd. be accepted with the deletion of the quarry tile in stairwells in the amount of \$21,000, and that a contract be awarded in the amount of \$558,000 for renovations at Prince of Wales Elementary School and that funds be provided in the amount of \$621,590 including architectural and engineering fees and permits and that the project be funded from Capital Reserves.

14. That authorization to proceed to tender for portable requirements for this year (20 portables) be granted.

15. That the following recommendation relative to the sale of a strip of land in the Randall Neighbourhood (Block 79) be approved:

That the Board grant to the Region an easement for watermain purposes being an area of approximately 0.1 acres for a price of \$4,000 and that the purchaser also pay any costs including legal and surveying costs in this sale.

16. That the Board of Education for the City of Hamilton support the passage through the Ontario Legislature of the Royal Botanical Gardens Private Bill.

17. That the expenditure of five thousand dollars to allow the Board to participate in the Feasibility Study into the Central Archive of Municipal Records be approved.

18. That the Operations Management Committee meeting continue to sit past 11:00 p.m. in order to complete the Agenda.

19. That the following recommendations regarding the disposition of the House on the Education Centre Parking Lot be approved:

(a) That the Board of Education for the City of Hamilton Foundation enter into legal proceedings with the Hamilton and District Home Builders' Association for the transfer of ownership.

(b) That the Board of Education for the City of Hamilton Foundation engage a local property management company to dispose of the house.

(c) That the net proceeds from such sale be donated to the Board of Education for the City of Hamilton Foundation.

20. That a Trustee Committee be formed to include a secondary and an elementary principal, a member of the Finance Department, a member of the Family Studies' staff, a parent, and any other appropriate persons to draw up proposed policies for the consumption of food on school properties, taking into account the eating habits of ethnic minorities, and that a report be brought back to this committee with recommendations.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That a grant application in the amount of \$5,320.00 to Employment and Immigration Canada (Student Employment) for 4 students to update the Library inventory at Sir John A. Macdonald for a period of 8 weeks be approved, at a cost to the Board of \$452.00.

(b) That a grant application in the amount of \$6,080.00 to Employment and Immigration Canada (Student Employment) for 4 students to update Barton library inventory and records be approved, at a cost to the Board of \$516.00.

(c) That the following trip requests be approved:

(i) Albion, Parkview, Grades 9-12, Ottawa, 1989 05 11-13 (Thursday to Saturday).

(ii) Barton, Sherwood, Grades 11-13, Washington, 1989 04 27-30 (Thursday to Sunday).

(iii) Barton, Grades 9-13, Jazz Band and Barton Singers, Belleville, Kingston, Ottawa, 1989 05 11-13 (Thursday to Saturday).

(iv) Delta, Grades 9-13, Outdoor Education, Bark Lake, 1989 05 26-29 (Friday to Monday).

(v) Glendale, Grade 12, Washington, D. C., 1989 04 26-29 (Wednesday to Saturday).

(vi) Hill Park, Grades 12-13, Paris, France, 1990 03 10-18 (Saturday to Sunday).

(vii) Westmount, Grade 13, Washington, D. C., 1989 05 09-12 (Wednesday to Saturday).

(viii) Adelaide Hoodless, Grades 6-7, Outdoor Education, Laurentian Lodge, Dorset, 1989 05 28-31 (Sunday to Wednesday).

(ix) Bennetto, Grade 8, Ottawa, 1989 05 29-31 (Monday to Wednesday).

(x) Bennetto, Grades 6-7, Midland, 1989 06 09 (Friday).

(xi) Hillcrest, Grade 7, Outdoor Education, Camp Wanakita, 1989 05 28-31 (Sunday to Wednesday).

(xii) Lawfield, Grade 8, Quebec City, 1989 05 10-13 (Wednesday to Saturday).

(xiii) Memorial, Grade 7, Outdoor Education, Camp Wanakita, 1989 06 12-14 (Monday to Wednesday).

(xiv) Prince of Wales, Grade 8, Ottawa, 1989 06 07-09 (Wednesday to Friday).

(xv) R. A. Riddell, Grade 7, Outdoor Education, Camp Wanakita - Sunship Earth, 1989 10 03-06 (Tuesday to Friday).

(xvi) Viscount Montgomery, Grade 8, Outdoor Education, Camp Kilcoo, 1989 05 30-06 03 (Tuesday to Saturday).

(xvii) Scott Park, Grade 11, Outdoor Education, Bark Lake, 1989 05 26-29 (Friday to Monday)

(xviii) Westmount, Grades 11-12, Outdoor Education, Algonquin Park, 1989 05 10-13 (Wednesday to Saturday)

(xix) Westmount, Grades 11-12, Outdoor Education, Algonquin Park, 1989 05 17-20 (Wednesday to Saturday)

(xx) Prince of Wales, Grade 7, Midland, 1989 06 08-09 (Monday to Tuesday)

2. (a) That no action be taken regarding the recommendation that two senior kindergarten French Immersion classes be opened at A. M. Cunningham School in September of 1989.

Clause (b) deleted at Board and replaced.

(b) That a lottery be held to determine the 25 students to attend the senior kindergarten French Immersion class at A. M. Cunningham School in September of 1989.

3. That the following Report of the Name Search Committee - Elizabeth Bagshaw/Albion Schools be approved:

(a) That the new primary school be named Sir Wilfrid Laurier Elementary School and the Albion School be name Elizabeth Bagshaw Elementary School.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1989 04 11.

ADDENDA

The following motions were considered at the 1989 04 11 meeting of the Operations Management Committee, and were **LOST**:

GENERAL

1. That the wording in Clause 3.b) and c) regarding Renovations to Albion School be changed to read: debenture/**capital reserves**.

2. That this Board seek to inform the public and the media of the following:

An amount in excess of \$8,000,000 is the minimum expenditure facing the Hamilton Public Board, the result of the political decision by the government-appointed arbiter, as the result of the transfer of Elizabeth Bagshaw School to the Separate School Board.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
Fifth Report**

Present: W. Hicks (Chairman); Baskin, Johnston, Mulholland, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Allen, Barker, Bishop, Cunningham, Detwiler, Kennedy, Korz, Lowe and Rogers.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum and Special & Educational Services), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), R. Kawai (Superintendent of Information Management Services), F. Kelly (Superintendent of Schools, Area 2), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), R. Lavoie (Superintendent of Schools, French as a First Language), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), D. Russon (Personnel Analyst), S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the resignations of the following Caretakers, for the purposes of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Douglas Gooch, 1989 06 30

Rowland Stevens, 1989 06 30

(b) That the resignation of Hilary Howlett, Cleaning Staff, for the purpose of retirement, effective 1989 06 30, be accepted with regret, and that the Board's gratuity be paid.

(c) That the resignation of Janet Cowan, Cleaning Staff, for the purpose of retirement, effective 1989 06 30, be accepted with regret.

(d) That Fiona Cirella, Elementary School Clerical and Secretarial Staff, be promoted to the position of Student Records' Coordinator, Computer Services, Category G (maximum \$585.00 per week), effective 1989 04 10, with salary according to the salary schedule.

(e) That Barbara Laird, Clerical Staff, be promoted to the position of Assessment Clerk, Category D (under review), (maximum \$495.00 per week), effective 1989 04 24, with salary according to the salary schedule.

(f) That Della Knowles be transferred from the Secondary School Clerical and Secretarial Staff (O.P.E.I.U.) to the position of Secretary to the Superintendent of Information Management Services, Category E (under review), (maximum \$514.00 per week) (non-union clerical staff), effective 1989 04 17, with salary according to the salary schedule.

(g) That the request of Glenna Schneider, Clerical Staff, for a Maternal Leave of Absence, effective 1989 07 03 to 1989 10 27, in accordance with the Employment Standards Act, be granted.

(h) That Shelley Pereira, Cleaning Staff, be returned from a Maternal Leave of Absence, effective 1989 04 17.

(i) That Carolyn Konrad be appointed to the probationary Clerical Staff (Category A-B — maximum \$402.00 per week), effective 1989 04 17, with salary according to the salary schedule.

(j) That Edward Schumaker be appointed to the position of Buyer, Purchasing Department (Administrative Category 15 — maximum \$35,906 per annum) with a one year probationary period, effective 1989 04 21, with salary according to the salary schedule.

(k) That the resignation of Edwin Knott, Co-operative Education Co-ordinator, who is retiring on Superannuation, effective 1989 06 30, be accepted with regret and that the Board's gratuity be paid.

(l) That the resignations of the following employees from the Caretaking and Maintenance Staff, for the purposes of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Roger Collins, 1989 04 30

Gordon Moulton, 1989 06 30

(m) That the resignation of Thea Schaeken, Head Librarian, Education Centre, effective 1989 04 28, be accepted with regret.

(n) That the request of Jackie Nawrocky, Developmental Specialist (Administrative Staff), for a Maternal Leave of Absence, effective 1989 06 05 to 1989 09 29, in accordance with the Employment Standards Act, be granted.

(o) That the request of Catherine Bent, Caretaking Staff, for a Maternal Leave of Absence, effective 1989 05 01 to 1989 09 29, in accordance with the Collective Agreement, be granted.

(p) That Lois Campbell, Psychological Consultant, be returned from a Maternal Leave of Absence, effective 1989 05 08.

2. That the progress report on the Pay Equity and Job Evaluation Project be received for information.

3. That recognition of past service of clerical and secretarial staff employed in elementary and vocational secondary schools, area offices and the Education Centre be considered for vacation entitlement under the following conditions:

(i) that the employee resigned due to maternal/adoption reasons

(ii) that the employee returned to active casual employment or probationary staff within 2½ years of the resignation

(iii) that it only apply to employees who had a break in service prior to 1982.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Sheila Bharath, 1989 04 24 (.5) (elementary)

Carol Bratina, 1989 04 24 (elementary)

Michelle Hudon, 1989 05 08 (.5) (elementary)

Sharron Reed, 1989 05 01 (.5) (elementary)

Nancy Riselay, 1989 04 24 (secondary)

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Ted Connor, 1989 03 03 to further notice (secondary)
Lois Haslett, 1989 02 27 to further notice (elementary)
Jean Hughes, 1989 01 31 to 1989 03 06 (secondary)
Nina Kemp, 1989 04 10 to 1989 06 30 (.5) (elementary)
Valerie Lowrey, 1989 03 06 to further notice (secondary)
Dianne Meldrum, 1989 04 10 to 1989 06 30 (elementary)
Patricia Murrell-Wright, 1989 05 01 to 1989 06 30 (elementary)
Stuart Porter, 1989 02 27 to further notice (secondary)
Irene Sabat, 1989 03 20 to 1989 06 30 (secondary)
Maria Sobota, 1989 05 01 to 1989 06 30 (elementary)
Janice Stickle, 1989 04 10 to 1989 06 30 (.5) (elementary)
Jocelyn Valley, 1989 02 13 to 1989 03 10 (elementary)
Joan Whitmore, 1989 02 20 to further notice (elementary)

(c) That the dates of the appointment of the following teachers to the Occasional Staff, approved at previous meetings, be changed, effective as shown:

Carol Bratina, 1988 10 05 to 1989 03 10 (.5) (elementary)
Darlene Murray, 1989 01 03 to 1989 06 30 (elementary)

(d) That the resignation of Ray Smyth, Vice-Principal, who is retiring on Superannuation effective 1989 06 30, be accepted with regret and that the Board's gratuity be paid (secondary).

(e) That the resignations of the following teachers who are retiring on superannuation, effective as shown, be accepted with regret, and that the Board's gratuity be paid:

Peter Birch, 1989 06 30 (secondary)
Elizabeth Anne Boyd, 1989 06 30 (elementary)
Margaret Cook, 1989 06 30 (elementary)
Elizabeth Coombs, 1989 06 30 (elementary)
Kenneth Davidge, 1989 06 30 (secondary)
Trevor Jones, 1989 06 30 (secondary)
Stanley Kostur, 1989 08 31 (secondary)
Edward Lezon, 1989 06 30 (secondary)
Ronald McMenemy, 1989 06 30 (elementary)
George Melton, 1989 06 30 (secondary)
Leona M. Paulson, 1989 06 30 (secondary)
Kenneth Snell, 1989 06 30 (elementary)
John Tkach, 1989 06 30 (secondary)
Catherine Verrall, 1989 06 30 (elementary)

(f) That the resignation of Anne Trivers, effective 1989 08 31, be accepted with regret (elementary).

(g) That the resignation of Shari Gardener, Secondary School Secretarial and Clerical Staff, effective 1989 03 06, be accepted with regret.

(h) That the resignation of Terri-Lynn Teslic, Secondary School Secretarial and Clerical Staff, effective 1989 03 03, be accepted with regret.

(i) That the resignation of Silvia Baughan, Educational Assistant Staff, effective 1989 03 10, be accepted with regret.

(j) That Anja Mennaman be confirmed in the position of School Social Worker, effective 1989 03 23.

(k) That the request of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Brigitte Brockelbank, 1989 05 01 to 1989 08 25 (elementary)

Beverly Kurey, 1989 04 10 to 1989 08 04 (elementary)

Helen Rojenko, 1989 07 03 to 1989 08 31 (elementary)

(l) That the request of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

John Bland, 1989 09 01 to 1990 08 31 (elementary)

Barbara Carey, 1989 09 01 to 1990 08 31 (elementary)

Irene Eves, 1989 09 01 to 1990 08 31 (elementary)

Wanda Bielak Montemurro, 1989 09 01 to 1990 08 31 (secondary)

Kathy Weber, 1989 05 01 to 1989 08 31 (elementary)

(m) That the request of Elaine Stewart, Educational Assistant Staff, for a Personal Leave of Absence, effective 1989 09 05 to 1990 06 29, be granted.

(n) That the request of Kim McCulloch for an extension of his Leave of Absence in order to serve as Vice-President of the Provincial Executive of OSSTF, effective 1989 09 01 to 1990 08 31, be granted (secondary).

(o) That the requests of the following teachers for extensions of their Personal Leaves of Absence, effective as shown, be granted:

Karen Andreychuk, 1989 09 01 to 1990 08 31 (elementary)
Richard Banek, 1989 09 01 to 1990 08 31 (secondary)
Patricia Bromwich, 1989 09 01 to 1990 08 31 (elementary)
Kathryn Brownlow, 1989 09 01 to 1990 08 31 (elementary)
Brian Burditt, 1989 09 01 to 1990 08 31 (elementary)
N. Susan Gadsby-Prest, 1989 09 01 to 1990 08 31 (elementary)
Grace Mathieson, 1989 09 01 to 1990 08 31 (elementary)
Lucy Manno, 1989 09 01 to 1990 08 31 (elementary)
Diane Parente, 1989 09 01 to 1990 08 31 (elementary)
Kathleen Penny, 1989 09 01 to 1990 08 31 (elementary)
Vera Rehill, 1989 09 01 to 1990 08 31 (elementary)
Diane Ridos, 1989 09 01 to 1990 08 31 (elementary)

(p) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Joan Browning, 1989 09 01 (elementary)
Peter Brown, 1989 09 01 (.5 Leave) (elementary)
Iris Edwards, 1989 05 01 (elementary)
Connie McKnight, 1989 09 01 (elementary)
John McKnight, 1989 09 01 (secondary)
Alyth Mutart, 1989 09 01 (elementary)
Linda O'Grady, 1989 06 28 (elementary)
Beverley Pesoton, 1989 09 01 (secondary)
Barbara Plunkett, 1989 03 20 (elementary)
Louise Quinn, 1989 05 01 (elementary)
Douglas Van Duzen, 1989 09 01 (elementary)

(q) That Fiona Cirella, Elementary School Clerical and Secretarial Staff, be returned from a Personal Leave of Absence, effective 1989 04 10.

(r) That the request of Cindy Carroll, Secondary School Secretarial and Clerical Staff, for an Adoption Leave of Absence, effective 1989 03 13 to 1989 07 07, in accordance with the Employment Standards Act, to be followed by a Personal Leave of Absence, effective 1989 07 10 to 1989 09 11, be granted.

(s) That the following timetable changes be made, effective as shown:

Irene Dewar, from .5 to 1.0, 1989 05 01 to 1989 06 30 (elementary)
June Peace, from 3/3 to 2/3, effective 1989 03 28 to 1989 06 30 (secondary)
Brenda Sinclair, from .5 to 1.0, 1989 03 20 to 1989 06 30 (elementary)

Marian Springer, from 4/6 to 5/6 (2/6 Sem. 1, and full time Sem. 2), 1989 02 20 (secondary)

Pamela Stansfield, from 1.0 to .5, 1989 04 24 to 1989 06 30 (elementary)

Christine Tartaglia, from 1.0 to .5, 1989 03 20 to 1989 06 30 (elementary)

Elsie Thorn, from 2/3 to 3/3, effective 1989 03 28 to 1989 06 30 (secondary)

Henry Vermeulen, from 4/6 to 5/6 (4/6 Sem. 1 and full time Sem. 2), 1989 02 01 (secondary).

(t) That Judith Cole be appointed to the position of Acting Head of Department, effective 1989 09 01, with salary according to schedule (secondary).

(u) That the resignation of Carmel Murphy-Brogly, effective 1989 08 31, be accepted with regret (elementary).

(v) That the request of the Ministry of Education for the extension of the secondment of Errol Ellis to the Independent Learning Centre, effective 1989 09 01 to 1990 06 30, be granted (elementary).

(w) That the request of the Ministry of Education for the extension of the secondment of Joan Morse to the Northwestern Ontario Regional Office, effective 1989 09 01 to 1990 06 30, be granted (secondary).

(x) That Donald Hostein be appointed to the position of Acting Principal of an Elementary School, effective 1989 09 01, with salary according to schedule.

2. That the following recommendations relative to School Administrative Requirements for the 1989-90 school year be approved:

(a) That Allenby, Central and Ryckman's Corners be administered by full-time, resident principals who will also act as their school's Learning Resource Teacher.

(b) That Thornbrae and Vincent Massey be administered by one principal and that a vice-principal be assigned to assist.

(c) That to oversee the construction of the new Bagshaw Junior School and the renovation of the new Bagshaw Middle

School and to facilitate the move to these new facilities, a principal be appointed to the Bagshaw Junior School and a principal be appointed to the Bagshaw Middle School.

(d) That subject to the appointment of principals to both the Bagshaw Junior School and the Bagshaw Middle School, the number of vice-principals at Bagshaw be reduced from two to one.

(e) That a second vice-principal be appointed to Sherwood Secondary School to replace the vice-principal presently on loan from Wentworth County.

Respectfully submitted,

WESLEY HICKS,
Chairman.

Board Room,
1989 04 13.

ADDENDA

The following motions were considered at the 1989 04 13 meeting of the Personnel & Organization Committee and were LOST:

GENERAL

1. That the officials be requested to review the North York Board's Department of Human Resources hiring and promotion practices and bring back a report to the Board.

ELEMENTARY/SECONDARY

1. That a second vice-principal be appointed to Delta Secondary School to assist with the preparation for the integrated Composite/Vocational program to begin in September, 1990.

REPORT OF THE BUDGET REVIEW COMMITTEE

Present: Trustee Margaret Cunningham (Chairman), Trustees Mulholland, Bishop, Johnston, A. Stewart, B. Stewart, Van Horne, Rogers, Deans, Lowe, Detwiler, Kennedy, Korz, Penner, Barker, Desmarais, Paquin, Hicks, Allen, Mulholland, and Clarke.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), P. Shewfelt (Superintendent of Finance & Treasurer), J. Forrester (Superintendent of Schools - Area One), F. Kelly (Superintendent of Schools - Area Two), R. Binns (Superintendent of Schools - Area Three), P. Gillie (Superintendent of Schools - Area Four), D. Rothwell (Superintendent of Schools - Area Five), B. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That Lines 1 and 2 of General Business of the 1989 Budget in the amount of \$30,143,800 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 of General Business of the 1989 Budget in the amount of \$31,600,980 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

3. That the Board of Education for the City of Hamilton ask the Ontario Public School Boards' Association (O.P.S.B.A.) to obtain, from the Ministry of Education, an official report documenting the impact of the General Legislative Grants on each school Board in the Province of Ontario with the understanding that this report be available to all member Boards and that public Boards of Education be asked to support this recommendation.

ELEMENTARY/SECONDARY

1. That Lines 1 and 2 of Elementary/Secondary Business of the 1989 Budget in the amount of \$143,356,305 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

2. That Lines 3 to 20 of Elementary/Secondary Business of the 1989 Budget in the amount of \$13,971,850 be approved, and that the Superintendent of Finance and Treasurer be authorized to proceed with the expenditure of funds as detailed therein.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1989 04 17.

**1989 BUDGET
FOR THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

SUMMARY OF EXPENDITURES

	1988	1989	INCREASE (DECREASE)
Salaries & Wages, Employee Benefits.....	\$158,453,487	\$175,368,737	\$16,915,250
Travel, Personnel Training & Bursaries.....	995,368	1,177,907	182,539
Books, Energy, Repairs & Supplies.....	22,409,537	23,869,283	1,459,746
Replacement & New Equipment.....	3,658,761	3,782,771	124,010
Debt Charges.....	1,567,565	1,162,940	(404,625)
Capital from Current & Permanent Improvements.....	1,795,381	2,325,960	530,579
Rentals, Fees & Contractual Services.....	6,702,979	7,334,013	631,034
Transfers to Other Boards and Other	5,542,133	6,184,560	642,427
Total Expenditure Budget	<u>\$201,125,211</u>	<u>\$221,206,171</u>	<u>\$20,080,960</u>

SUMMARY OF REVENUES

Levy for Mill Rate	115,542,896	128,453,425	12,910,529
Suppl. Taxes T&T, P.I.L., Surplus & Tariffs	8,887,878	11,433,958	2,546,080
Provincial Grants	64,547,690	64,139,817	(407,873)
Other Revenue.....	11,601,747	17,178,971	5,577,224
Refund of Taxes	545,000	0	(545,000)
	<u>\$201,125,211</u>	<u>\$221,206,171</u>	<u>\$20,080,960</u>

SUMMARY OF BUDGET APPROVAL BY THE BOARD

GENERAL.....	\$ 61,744,780
ELEMENTARY/SECONDARY.....	157,328,155
FRANCOPHONE.....	2,133,236
TOTAL.....	<u>\$221,206,171</u>

ELEMENTARY.....	128,543,974
SECONDARY.....	92,662,197
TOTAL.....	<u>\$221,206,171</u>

**REPORT OF THE
FRENCH LANGUAGE SECTION
BUDGET REVIEW COMMITTEE**

Present: Trustee H. Paquin (Chairman), Trustees Barker and Desmarais.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education) P. Shewfelt (Superintendent of Finance & Treasurer), R. Lavoie (Superintendent of Schools - French As A First Language), G. Rutledge (Controller), J. Friesen (Budget Analyst).

The Section recommends:

1. That Lines 1 and 2 of the 1989 Estimates for Salaries, Wages and Employee Benefits in the amount of \$1,868,632 be approved.
2. That Lines 3 to 20 of the 1989 Estimates in the amount of \$264,604 be approved.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1989 03 21.

**REPORT OF THE
BOARD'S NEGOTIATING COMMITTEE**

Present: Trustees Detwiler and Van Horne

Officials Present: Mr. Bruce Sinclair (Superintendent of Human Resources), Mr. Joe Yurkiw (Assistant Superintendent, Special Services), Mr. James McLeish (Chief Negotiator), Miss Debbie Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Board approve the first collective agreement reached with O.S.S.T.F., District 8, representing the Professional Student Services Personnel for the period September 1, 1988 to December 31, 1989.

Respectfully submitted,

Chairman.

Committee Room,
1989 04 17.

MEMORANDUM OF AGREEMENT**BETWEEN****THE BOARD OF EDUCATION****FOR THE CITY OF HAMILTON****AND****PROFESSIONAL STUDENT SERVICES PERSONNEL,****O.S.S.T.F., DISTRICT 8.**

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.

2. The undersigned representatives agree to recommend acceptance of this memorandum to their respective principals.

3. The term of the Collective Agreement shall be from September 1, 1988 to December 31, 1989. The provisions of the Agreement shall become effective on date of ratification unless otherwise stated in the Agreement.

4. Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this day of

On Behalf of
Professional Student
Services Personnel,
O.S.S.T.F., District 8

On Behalf of the Board
of Education
For the City of Hamilton

**BOARD PROPOSAL
COLLECTIVE AGREEMENT**

BETWEEN

**THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

(hereinafter referred to as the "Board")

AND

THE PROFESSIONAL STUDENT SERVICES PERSONNEL,

DISTRICT 8

O.S.S.T.F.

(hereinafter referred to as the "Union")

P.S.S.P. NEGOTIATIONS

April 18, 1989.

ARTICLE 1 - RECOGNITION

1.01 The Board recognizes the Union as the exclusive bargaining agent for all full time and part-time Psychological Services Consultants, Speech-Language Pathologists, Social Workers, and Adjustment Consultants in the employ of the Board, save and except, supervisors, persons above the rank of supervisors, Chief Psychologist, students on field placement, statutory teachers, instructors, and any other Board employees covered by existing collective agreements.

ARTICLE 2 - PURPOSE

2.01 The parties to this Agreement shall make every effort to maintain a harmonious relationship between the Board and each employee and shall co-operate to the fullest extent in an endeavour to provide the highest quality of educational services.

2.02 It is the purpose of this Agreement to make herein provisions for salaries, allowances, benefits and those conditions of employment as specified in this Agreement, and to provide for an orderly method of settling grievances which may arise from time to time.

2.03 Nothing in this Agreement shall discriminate against any member because of race, ancestry, place of origin, colour, ethnic origin, creed, sex, age, record of offences, marital status, family status, handicap, or any other prohibited grounds in accordance with the Ontario Human Rights Code.

2.04 There shall be no discrimination interference, restriction or coercion exercised or practised with respect to any employee because of membership or non-membership, activity or lack of activity in the Union.

ARTICLE 3 - DEFINITIONS

3.01 "Board" means the Board of Education for the City of Hamilton.

3.02 "Director" means the Board's Director of Education.

3.03 "Superintendent" means such Superintendent as may from time to time be assigned.

3.04 "O.S.S.T.F." means the Ontario Secondary School Teachers' Federation.

3.05 "P.S.S.P." means Professional Student Services Personnel employed as Psychological Services Consultants, Social Workers, Adjustment Consultants and Speech Language Pathologists.

3.06 (a) A temporary or casual employee means a person hired to replace an employee absent or on leave or to fill a temporary or casual assignment for a period not exceeding:

(i) one year;

OR

(ii) two years if replacing an employee on Study Leave under Article 10.02.

(b) The sole terms and conditions of employment applicable to temporary or casual employees under this Agreement shall be as defined herein under Article 3.06.

(c) A temporary or casual employee shall not be entitled to any seniority rights under this Agreement. A temporary or casual employee shall receive the designated rate of pay for the assignment in accordance with Article 9, which is deemed to include 4% vacation pay and 3% statutory holiday pay and any travel allowance payable under Board policy.

(d) The Board shall deduct union dues and levy in accordance with Article 9 from the monthly pay for a temporary or casual employee.

(e) On and after the ratification date of this Agreement, a temporary or casual employee who is hired for a full time assignment for a period of one year or more shall be entitled to two days' sick leave credit per month for reasons of personal illness non-accumulative beyond June 30th of the school year.

(f) On and after the ratification date of the Agreement, a temporary or casual employee who is hired for a full-time assignment for a continuous period of 4 months or more in the school year shall be entitled to \$60 per employment month in lieu of employee benefits. The payment shall be made at the end of the temporary or casual assignment.

ARTICLE 4 - MANAGEMENT RIGHTS

4.01 Save and except to the extent specifically modified or curtailed by any provision(s) of this Agreement, the right and responsibility to manage the business of the Board and its schools is vested solely and exclusively in the Board. The Board agrees that it will not exercise any of its rights in a manner inconsistent with the terms and provisions of this Agreement.

4.02 If the Board creates a new position to be filled by a member either by reclassification or by use of terminology or nomenclature not presently in the Agreement, the Board and the Union shall meet forthwith to negotiate the salary, allowance and other terms of employment.

ARTICLE 5 - CONTRACTING OUT

5.01 No bargaining unit employee having one year or more of seniority as of May 1, 1989 shall be laid off as a result of the Board contracting out work or services normally performed by bargaining unit members.

ARTICLE 6 - NO STRIKE OR LOCKOUT

6.01 There shall be no strike or lock-out during the life of this Agreement. The terms "strike and lock-out" shall be as defined in the Ontario Labour Relations Act.

ARTICLE 7 - NEGOTIATING COMMITTEES

7.01 For purposes of collective bargaining, the Board shall recognize a Union Negotiating Committee, comprised of six (6) bargaining unit employees and a maximum of two (2) other representatives of the O.S.T.F.

7.02 The Union recognizes the Negotiating Committee of the Board as the body authorized to represent and negotiate on behalf of the Board.

7.03 The Board recognizes the right of the Union to authorize an advisor, agent, counsel, solicitor or duly authorized representative to assist, advise or represent them in all matters pertaining to the negotiation and administration of this Agreement.

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ARTICLE 8 - UNION MEMBERSHIP AND DUES CHECK-OFF

8.01 All bargaining unit employees as of the date of ratification of this Agreement shall have the option of becoming or refraining from becoming a member of the Union. All bargaining unit employees hired after the date of ratification of this Agreement shall become and remain members of the Union.

8.02 The Board agrees as required by Section 43 of the Ontario Labour Relations Act to deduct regular monthly union dues from the pay of each employee in the bargaining unit.

8.03 The amount of union dues to be deducted monthly shall be determined by the Union in accordance with its Constitution and made in writing to the Board 15 days after the ratification of the Agreement. The Union shall provide, in writing, reasonable notice to the Board of any change in the monthly deductions.

8.04 The amount of union dues deducted in 8.02 shall be remitted to the Treasurer of the Provincial O.S.S.T.F. within 30 days of the dues being deducted. Remittances shall be accompanied with a list identifying the employees, their S.I.N. numbers, and the amounts deducted.

8.05 Upon proof to the satisfaction of the Board that the Union is authorized by its Constitution to assess a membership levy and written notice, the Board shall deduct the authorized amount from the pay of all Union members.

8.06 The Union shall indemnify and save the Board harmless from any claims, suits, attachments and any form of liability as a result of making the required deductions under Article 8 as authorized by the Union.

ARTICLE 9 - SALARY GRIDS

9.01 (i) (a) Social Workers shall be paid in accordance with the following salary schedules effective September 1, 1988:

BSW QUALIFICATIONS

Years of Experience	Salary \$
0	24,091
1	25,238
2	26,386
3	27,532
4	28,680
5	29,826
6	30,974
7	32,120
8	33,268
9	34,415
10	35,561

MSW QUALIFICATIONS

Years of Experience	Salary \$
0	29,985
1	31,293
2	32,603
3	33,911
4	35,221
5	36,529
6	37,840
7	39,148
8	40,458
9	41,766
10	43,262

(b) Effective September 1, 1989, Social Workers shall be paid in accordance with the following salary schedules:

BSW QUALIFICATIONS

Years of Experience	Salary \$
0	25,296
1	26,500
2	27,705
3	28,909
4	30,114
5	31,317
6	32,523
7	33,726
8	34,931
9	36,136
10	37,340

MSW QUALIFICATIONS

Years of Experience	Salary \$
0	31,484
1	32,858
2	34,233
3	35,607
4	36,982
5	38,355
6	39,732
7	41,105
8	42,481
9	43,854
10	45,425

(ii) (a) Speech/Language Pathologists shall be paid in accordance with the following salary schedules effective September 1, 1988:

BA QUALIFICATIONS

Years of Experience	Salary \$
0	30,890
1	31,990
2	33,091
3	34,191
4	35,292
5	36,392
6	37,492
7	38,593
8	39,693
9	40,794
10	41,894

MA QUALIFICATIONS

Years of Experience	Salary \$
0	34,037
1	35,137
2	36,238
3	37,338
4	38,439
5	39,539
6	40,639
7	41,740
8	42,840
9	43,941
10	45,041

(b) Effective September 1, 1989, Speech/Language Pathologists shall be paid in accordance with the following salary schedule:

BA QUALIFICATIONS

Years of Experience	Salary \$
0	32,435
1	33,590
2	34,746
3	35,901
4	37,057
5	38,212
6	39,367
7	40,523
8	41,678
9	42,834
10	43,989

MA QUALIFICATIONS

Years of Experience	Salary \$
0	35,739
1	36,894
2	38,050
3	39,205
4	40,361
5	41,516
6	42,671
7	43,827
8	44,982
9	46,138
10	47,293

(iii) (a) Psychological Consultants (Masters' Level) shall be paid in accordance with the following salary schedule effective September 1, 1988:

Years of Experience	Salary
0	\$28,675
1	30,296
2	31,916
3	33,537
4	35,159
5	36,780
6	38,401
7	40,020
8	41,642
9	43,262
10	44,884
11	46,504

(b) Effective September 1, 1989, Psychological Consultants (Masters' Level) shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$30,109
1	31,811
2	33,512
3	35,214
4	36,917
5	38,619
6	40,321
7	42,021
8	43,724
9	45,425
10	47,128
11	48,829

(iv) (a) Adjustment Counsellors (Masters' Level) shall be paid in accordance with the following salary schedule effective September 1, 1988:

Years of Experience	Salary
0	\$31,293
1	32,603
2	33,911
3	35,221
4	36,529
5	37,840
6	39,148
7	40,458
8	41,758
9	43,262
10	44,572
11	45,880

(b) Effective September 1, 1989, Adjustment Counsellors (Masters' Level) shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$32,858
1	34,233
2	35,607
3	36,982
4	38,355
5	39,732
6	41,105
7	42,481
8	43,846
9	45,425
10	46,801
11	48,174

9.02 The grid rates mentioned in Article 10.01 include vacation pay and statutory holiday pay.

9.03 The "work year" shall be:

Social Workers, Psychological
Consultant and Adjustment Counsellors
— 10 months (September to June)

Speech/Language Pathologists - 10 months plus 10 days

9.04 A P.S.S.P. member shall be placed on the salary grid in accordance with the member's qualifications and the member's length of professional experience related to Professional Student Services work since university graduation.

9.05 The salary of a part-time P.S.S.P. member shall be pro-rated in the same proportion that the part-time assignment bears to a full-time assignment.

9.06 A P.S.S.P. member who holds a Ph.D. degree shall receive a post graduate degree allowance of \$950 per annum.

9.07 To allow for an additional year of experience, a member shall advance on the salary grid in September if the member has performed professional duties sixty per cent (60%) or more of the previous school year (6 months or more of employment service).

9.08 (a) Effective first of the month following date of ratification, temporary employees who are hired to assist with the testing for the Gifted Identification Program (Psychological Services) shall be paid a daily rate of \$112.00. This rate includes vacation pay and statutory holiday pay.

(b) Effective first of the month following date of ratification and subject to 9.08 (a), a temporary or casual employee as defined in Article 3.06, shall be placed on the applicable salary grid for the assignment in accordance with their years of experience related to Professional Student Services work since university graduation and paid 1/200 of the grid rate for each day worked. For an assignment that is less than full-time, the grid rate shall be pro-rated in the same proportion that the part-time assignment bears to a full-time assignment. The grid rate is deemed to include vacation pay and statutory holiday pay.

9.09 Travel allowances for bargaining unit employees shall be paid according to Board policy.

ARTICLE 10 - LEAVE OF ABSENCE

10.01 (a) Upon the written request of an employee the Board may approve a leave of absence without pay for a period up to twelve (12) months.

(b) The date of return from an approved leave of absence shall be agreed upon in writing at the time the leave is granted.

10.02 Upon written request, the Board may approve a study leave without pay for a period up to two years if the employee is enrolled in a recognized educational program leading to a Ph.D. Degree and has indicated in writing the intention of returning to Board employment.

10.03 Before commencing a leave of absence, an employee may continue benefit coverages under Article 14 during the period of leave by paying the full cost of the premiums in advance; otherwise, the employee benefit coverages will be cancelled for the duration of the leave.

10.04 Leave of absence for an employee to participate as a candidate for public office or to hold public office at the Municipal, Provincial, or Federal level shall be in accordance with Board policy as adopted in 1974.

ARTICLE 11 - MATERNAL LEAVE OF ABSENCE

(in accordance with The Employment Standards Act)

11.01 (a) The Board shall not terminate the employment of or lay off an employee who is entitled to a leave of absence under subsection (b), but the Board may require the employee to commence a leave of absence pursuant to subsection (b) at such time as the duties of her position cannot reasonably be performed by a pregnant woman or the performance of her work is materially affected by the pregnancy.

(b) An employee who is pregnant and who has been employed by her employer immediately preceding the estimated day of her delivery, whether such employment commenced before or after the coming into force of the Act, shall be entitled upon her application therefore to a leave of absence of at least seventeen weeks from her employment or such shorter leave of absence as the employee may request commencing during the period of eleven weeks immediately preceding the estimated day of her delivery.

(c) Notwithstanding subsection (b) and subject to subsection (f), where the actual date of her delivery is later than the estimated day of her delivery, the leave of absence shall not end before the expiration of six weeks following the actual date of her delivery.

(d) The employee shall give her employer two weeks' notice in writing of the day upon which she intends to commence her leave of absence and furnish her employer with the certificate of a legally qualified medical practitioner stating that she is pregnant and giving the estimated day upon which delivery will occur in his opinion.

(e) Subject to subsection (f), an employee may, with the consent of her employer, shorten the duration of the leave of absence requested under subsection (b).

(f) An employee may shorten the duration of the six-week period mentioned in subsection (c) upon giving her employer one week's notice of her intention to do so and furnishing her employer with the certificate of a legally qualified medical practitioner stating that she is able to resume her work.

(g) An employee who does not apply for leave of absence under subsection (b), and who is otherwise entitled to pregnancy leave thereunder, shall be entitled to and shall be granted leave of absence in accordance with subsection (b) upon providing her employer before the expiry of two weeks after she ceased to work with a certificate of a legally qualified medical practitioner stating that she was not able to perform the duties of her employment because of a medical condition arising from her pregnancy, and giving the estimated day upon which, in his opinion, delivery will occur or the actual date of her delivery.

(h) An employee who intends to resume her employment on the expiration of a leave of absence granted to her under these regulations shall so advise her employer and on her return to work her employer shall reinstate the employee to her position or provide her with alternative work of a comparable nature at not less than her wages at the time her leave of absence began and without loss of seniority or benefits accrued to the commencement of her leave of absence.

(i) The Board will continue to contribute its share of the premium cost of employee benefits - O.H.I.P., Semi-Private Hospital, Extended Health, Dental and Group Life Insurance

during the period of statutory maternal leave up to a maximum of seventeen (17) weeks.

(j) New

A P.S.S.P. member granted a maternal leave of absence on and after date of ratification of this Agreement shall be compensated by the Board under a U.I.C. approved supplementary benefit plan for the two week waiting period under U.I.C. at a weekly rate equal to sixty percent (60%) of the member's weekly insurable earnings under U.I.C., provided that the member:

(i) is eligible for maternal leave benefit under U.I.C.

(ii) makes a claim to the Board on a form to be provided indicating the weekly amount payable by U.I.C. (As further clarification, the weekly supplementary benefit for the two (2) week waiting period shall be equal to the weekly benefit received by the member under U.I.C.)

No supplementary benefit will be paid under this plan for any week in the waiting period which falls outside the member's normal work year (i.e. July and August if 10 month employment). This plan shall be subject to approval of U.I.C. Refer to Appendix "A" for details on the U.I.C. sub-plan.

ARTICLE 12 - PARENTAL LEAVE

12.01 (a) An employee granted Maternal or Adoption Leave may request for parental reasons an unpaid leave of absence for a period of leave of up to two years.

(b) The date of return from an approved parental leave shall be agreed upon in writing at the time the leave is granted.

(c) During the period of leave of absence, the employee may continue employee benefit coverages under Article 14 by paying the full cost of the premiums in advance; otherwise, the employee's benefit coverages will be cancelled for the duration of the leave.

ARTICLE 13 - PATERNAL LEAVE

13.01 For absence occasioned by the birth or adoption of a son or daughter, the Board shall grant, upon written request, a leave of absence without loss of salary for a period not exceeding one day.

This leave shall be granted on one of the following days: the date of birth, the day of hospital release, or the first day of adoption. This leave shall be deducted from the employee's sick leave credit account.

ARTICLE 14 - EMPLOYEE BENEFITS

(All benefit improvements contained herein will become effective first of the month following date of ratification)

14.01 (a) The Board will contribute 100% of the premium cost of the following benefit plans for a full time employee:

- (i) O.H.I.P.
- (ii) Semi-Private Hospital Care
- (iii) Extended Health Plan with no deductible. (Including Vision Care Maximum reimbursement - \$125.00 every two (2) years. Hearing Aids - up to \$500.00 every five (5) years.)
- (iv) Basic Group Life Insurance.

The Board's premium contribution for a part-time employee for the above mentioned benefit plans shall be prorated in the same proportion that the part-time schedule bears to a full-time schedule.

(b) The Board may at any time substitute another carrier provided that the benefits conferred thereby are at least equivalent and the Union is given an opportunity to consider the proposed change before implementation.

(c) (i) The Basic Group Life Insurance Plan will provide Life insurance in the amount of two (2) times annual salary up to \$50,000. New employees must as a condition of employment become and remain a member of the Basic Group Life Insurance Plan. Coverage shall be effective the first of the month coinciding with, or next following the employee's date of appointment.

Amended Provision of Group Life Policy —

Total Disability Benefit

If a member of the Plan becomes totally and permanently disabled before reaching the age of 65 years, the member must select one of the following options at time of disability:

Option 1

The member may elect to receive life insurance in effect at the date of disability subject to a maximum of \$40,000. Such amount would be paid in a series of equal monthly instalments while the disability continues but in no event beyond the member's 65th birthday. Any insurance in excess of \$40,000 will be continued in force without payment of premiums as long as the member remains totally disabled, but in no event beyond the member's 65th birthday.

If a member of the Plan who is in receipt of monthly instalments dies before the full number of monthly instalments has been paid, the commuted value of the remaining unpaid instalments will be paid to the member's beneficiary of record.

Option 2

The member may elect the waiver of premium benefit whereby the total amount of life insurance in effect at time of disability will be continued in force without payment of premiums as long as the member remains totally disabled but in no event beyond the member's 65th birthday.

Once a member of the Plan selects either Option 1 or Option 2, there will be no further opportunity to change the option chosen.

(ii) Optional Group Life Insurance

An employee may elect insurance equal to the difference between the employee's Basic Group Life Insurance and two (2) times the annual rate of salary (rounded to the next higher \$1,000) up to a combined maximum (Basic and Optional) of \$150,000. The employee shall pay the full premium cost for the amount of the Optional Group Life Insurance Plan through payroll deduction.

(iii) An employee on the payroll effective the first of the month following ratification will be enrolled automatically for the Optional Group Life Insurance, unless the Board receives a signed denial form from the employee.

(iv) An employee hired after the ratification date must, in writing, subscribe and authorize payroll deduction for the Optional Group Life Insurance in order to be covered under the Optional Group Life Insurance Plan.

(v) An employee on leave of absence must, in writing, subscribe for and authorize payroll deduction for Optional Group Life Insurance within 31 days of return to employment in order to be covered under the Optional Group Life Insurance Plan.

(vi) An employee not subscribing for the Optional Group Life Insurance within the time limits of (iii) and (v) above may apply for coverage at a later date by making written application authorizing appropriate payroll deduction and providing evidence of insurability satisfactory to the Insurance Company.

The Optional Group Life Insurance will be effective on the first day of the month following approval of the evidence of insurability by the carrier.

(vii) An employee may decide in writing at any time to cancel Optional Group Life Insurance. Such cancellation will be effective on the first day of the month following receipt by the Board of the request for cancellation.

(viii) An employee must be actively at work on the effective date of Optional Group Life Insurance. If an employee is not actively at work on the effective date, Optional Group Life Insurance will commence on the date the employee returns to work on a regular basis.

14.02 (a) An employee on a leave of absence without pay granted by the Board may continue employee benefit coverages under Article 14.01 during the period of leave by paying the full cost of the premium in advance; otherwise employee benefit coverages will be cancelled for the duration of the leave.

(b) If an employee is absent due to illness or disability and off the active payroll in excess of six (6) months, then the employee shall be responsible for paying in advance the full cost of any premium for coverage under O.H.I.P., the Semi-Private Hospital Care, Extended Health, Group Life Insurance and Dental.

14.03 The U.I.C. Rebate shall, as in the past, accrue to the credit of the Board and shall be used to offset the cost of providing the benefits described in Article 14.

14.04 Under the present Group Life Insurance Plan, employees shall pay the full premium as for Optional Dependent's Group Life Insurance - \$20,000 - spouse; \$5,000 - each dependent child.

14.05 Effective first of the month following date of ratification:

(i) A Dental Plan (covered services - Basic Services, Endodontics and Periodontal) based on the 1989 O.D.A. rate schedule shall be provided for all bargaining unit members. The Board shall contribute 100% of the premium cost for full-time employees. The Board's premium contribution for a part-time employee shall be pro-rated in the same proportion that the part-time schedule bears to a full-time schedule with the employee contributing the remainder through payroll deduction. The plan shall reimburse a claimant 75% of the cost of the insured services based on the 1989 O.D.A. rate schedule. An employee who does not wish to be enrolled under the Plan shall sign a Waiver Form to be provided by the Board. An employee who waives dental coverage shall be permitted to enroll for coverage at a later date during the lifetime of the Agreement only during a thirty (30) day open enrollment period on the anniversary date of the policy.

(ii) Major restorative benefits shall be implemented which provide a 60% reimbursement level (based on the 1989 O.D.A. rate schedule) with benefits limited to \$1,500 per person per policy year. The employee shall pay the full premium cost of major restorative benefits under the Dental Plan. Coverage under the Dental Plan plus major restorative benefits will be mandatory for all employees who are presently enrolled unless an employee elects in writing prior to May 1, 1989 not to be covered under the dental plan.

(iii) A newly hired employee who elects dental coverage shall be enrolled in the Dental and Major Restorative Benefits Plan effective the first of the month coinciding with, or next following, the employee's date of appointment.

14.06 (a) An employee who retires before the compulsory retiring age and who receives an immediate pension shall have the option of retaining coverage at the employee's own cost under the Dental, Semi-Private Hospital Care, and Extended Health Plans under the following conditions:

(i) The employee must elect to retain coverage within thirty-one (31) days of retirement date; otherwise coverage shall be cancelled.

(ii) If the employee withdraws from coverage at any time prior to age sixty-five (65), the employee shall be ineligible to re-enroll in coverage.

(iii) Coverage shall remain in effect until age sixty-five (65) if the employee so elects.

(iv) The employee shall pay to the Board in advance the full annual premium cost of the coverage; otherwise the coverage shall be cancelled.

(v) The benefits under the Extended Health Plan for a retiree shall be limited to \$10,000 during the entire period of the member's coverage.

(b) Effective first of the month following date of ratification, a member who has attained at least the age of fifty-five (55) and retires before the compulsory retiring age shall have the option of retaining a \$10,000 life insurance policy until the age of sixty-five (65) (disability coverage not included). Such election must be made on or prior to retirement date. The member who so elects shall pay the full amount of the premium, annually, in advance, otherwise the coverage shall be cancelled.

14.07 Long Term Disability

(i) The Board shall continue to make payroll deductions for those members who have elected at their own expense to contribute the premium cost for insurance coverages under the Long Term Disability plan. It is agreed that the Board is to provide for monthly payroll deductions and to record and remit such payments to the Carrier.

14.08 The Ontario Municipal Employee's Retirement System (O.M.E.R.S.) shall be the recognized Pension Plan for P.S.S.P. members.

ARTICLE 15 - GRIEVANCE PROCEDURE

15.01 The Board and the Union agree that the designated grievance procedure as hereinafter set forth shall serve as and constitute the means to be utilized by the grievor for the prompt disposition, decision, and final settlement of a grievance arising in respect of the interpretation, application, administration or alleged violation of the Agreement, and the specifically designated grievance procedure shall be followed.

Wherever the term "grievance procedure" is used, it shall be considered as including the arbitration procedure.

15.02 "Grievance" shall mean a difference arising from the interpretation, application, administration or alleged violation of the agreement.

15.03 All time limits referred to in the grievance procedure herein contained shall be deemed to be exclusive of Saturday, Sunday or the holidays set forth in the regulations of the Ministry.

15.04 The parties to this Agreement agree that it is of importance to resolve grievances as quickly as possible. A member with a grievance shall first discuss the matter with an official of the Board in an endeavour to resolve the grievance. A member may have a representative of the Union accompany the member to see the official of the Board. If the grievance is not satisfactorily resolved then the grievance procedure outlined below may be followed:

STEP NO. 1

The grievance shall be presented in writing to the Manager of Collective Bargaining Services or designate within fifteen (15) days from the time the circumstances upon which the grievance is based were known or should have been known by the grievor. The written grievance shall identify the facts giving rise to the grievance, the written section or sections of the Agreement claimed violated, and shall be signed by the grievor and countersigned by the representative of the Union. The Manager of Collective Bargaining Services or designate shall inform the Union as soon as possible of the name of the official designated to hear the grievance. The designated official shall give the grievor a written decision no later than five (5) days after presentation of the written grievance to the Manager of Collective Bargaining Services or designate. If the decision is not satisfactory to the grievor, then the next step must be taken within five (5) days of the receipt of the written decision, but not thereafter.

STEP NO. 2

At this step the written grievance shall be presented to the Director or designate within the aforesaid five (5) days of receipt of the written decision at Step No. 1, but not thereafter. A meeting will be held between the representative of the Union together with the grievor, and the Director or designate, within five (5) days of the presentation of the written grievance to the Director or designate. The Director or designate shall give a written decision

to the representative of the Union and grievor within five (5) days of such meeting. If the written decision is not satisfactory to the representative of the Union and the grievor, then the next step must be taken within five (5) days of the receipt of the written decision, but not thereafter.

STEP NO. 3

In the event the grievance is not settled at Step No. 2, the Union may request arbitration of the grievance by giving notice in writing to the Board within five (5) days of receipt of the written decision at Step No. 2, but not thereafter. If a request for arbitration is not given within such five (5) day period, the decision at Step No. 2 shall be final and binding upon both parties to this Agreement, and upon any employee affected by it. The notice to arbitrate shall contain the name and address of the Union's nominee to the Board and shall also specify all of the outstanding issues of the written grievance to be dealt with by the Board of Arbitration, and the remedy sought. The Union shall be bound by the same and shall be restricted at arbitration to the issues presented by the notice. The Board of Education shall within ten (10) days advise the Union, in writing, of the name of its appointee to the Arbitration Board. The two appointees so elected, shall within ten (10) days of the appointment of the second of them, appoint a third person who shall be chairman. If the two appointees fail to agree upon a chairman within the time limit, the appointment shall be made by the Ontario Labour Relations Board. The request to the Labour Relations Board must be made within ten (10) days from the expiry of the date which the two appointees were to appoint a chairman.

15.05 The Arbitration Board shall hear and determine the matter and shall issue a decision which shall be final and binding upon the parties and upon any employee affected by it. The decision of the majority shall be the decision of the Arbitration Board, but if there is no majority decision, the decision of the chairman shall govern.

15.06 The Board of Arbitration shall not be authorized to add, delete, modify or otherwise amend the provisions of this Agreement, nor make any decision inconsistent with the provisions of this Agreement nor adjudicate any matter not specifically assigned to it by the notice to arbitrate specified in Step No. 3 of Article 15.04 thereof.

15.07 Each party hereto shall bear its own costs of, and incidental to, any such arbitration proceedings. The fees and charges of the Chairman of the Board of Arbitration shall be borne equally by the parties hereto. Either party shall have the right to require the attendance of the grievor at the Arbitration hearing.

15.08 The time limits and other procedural requirements of this grievance procedure are mandatory. Any grievance not appealed from one step of the grievance procedure to the next within the specified time limit shall be deemed to be abandoned. If a respondent party fails to reply to a grievance within the designated time, the party having carriage of the grievance shall move to the next step of the grievance procedure. No matter may be submitted to arbitration which has not been properly carried through all previous steps of the grievance procedure within the time limits specified. The mandatory provisions of this grievance procedure may only be modified by the written agreement of the parties.

15.09 A settlement reached at any stage of the grievance procedure shall be final and binding upon both parties and the grievor.

15.10 If an individual grievance of an employee requires the employee to attend an Arbitration Hearing under Step 3 of Article 15.05 the member shall be released from regular duty without loss of salary or benefits.

15.11 Union's Policy Grievance or Board Grievance

If a problem arises between the Board and the Union under this Agreement, before a grievance is submitted in writing, representatives of the Board and Union shall first discuss the matter in an endeavour to resolve the problem. If the matter has not been satisfactorily resolved, a Union's policy grievance or a Board grievance may be submitted to the Board or the Union as the case may be, in writing within fifteen (15) days from the time the circumstances upon which the grievance is based were known or should have been known by the grievor. A meeting between the representatives of the Board and the Union shall be held within five (5) days of the presentation of the written grievance and shall take place within the framework of Step No. 2 of Article 15.04. The Board or the Union, as the case may be, shall give its written decision within five (5) days of such meeting.

If the decision is unsatisfactory to the grieving party, the grievance shall be submitted to arbitration within ten (10) days of the delivery of such written decision and the arbitration sections of the Agreement shall be followed.

The provisions of this Article 15.11 shall not be used by the Union to submit a grievance in which the circumstances giving rise to the grievance in which the circumstances giving rise to the grievance and the remedy sought pertain solely to an individual employee, which could have been submitted on the employee's own behalf.

ARTICLE 16 - EVALUATION

16.01 An evaluation of an employee may be made at the discretion of the appropriate Supervisory Officer, Chief Psychologist, Area Supervisor and/or supervising Principal.

16.02 The employee will under normal circumstances be given two days' prior notice of evaluation.

16.03 Any evaluation of an employee shall be made in writing and signed by the evaluator with a copy to the employee.

16.04 The employee will be given the opportunity to read the evaluation, to sign it, and to make written comments. The signature of the employee will indicate only that the employee has read the evaluation.

ARTICLE 17 - PERSONNEL FILES

17.01 (i) An employee shall have access to examine the employee's personnel file upon prior notice and arrangement with the Human Resources Department, and evaluation file upon prior notice and arrangement with the Supervisory Officer or Chief Psychologist.

(ii) An employee may request a copy of such material contained in such files.

(iii) The employee shall have the right to contest in writing to accuracy of such information and have the same recorded in such file.

ARTICLE 18 - JUST CAUSE

18.01 The Board shall not discipline, without just cause, an employee by means of:

- (a) a written reprimand
- (b) demotion
- (c) suspension with or without pay
- (d) termination of employment

18.02 It is understood that formal disciplinary action under Article 18.01 shall be taken by the Board through an appropriate Supervisory Officer, Chief Psychologist, or supervising Principal.

18.03 At any formal meeting that may be called from an action taken under Article 18.01 and to which the employee is invited, the employee shall have the right to be accompanied by a representative of the Union should the employee so choose.

18.04 Each employee shall be provided in writing with all derogatory or disciplinary action which is placed in the employee's file. Any comment or rebuttal the employee wishes to make pursuant to any derogatory or disciplinary action shall be inserted in the file.

ARTICLE 19 - LEAVE FOR FEDERATION BUSINESS

19.01 (i) Upon written request, the Board shall grant a leave of absence for a period up to a maximum of one year to an employee elected President or Vice-President of O.S.S.T.F. District 8. The leave shall be without loss of salary or employee benefits, and O.S.S.T.F. District 8 shall reimburse the Board for the full cost of the leave.

(ii) Upon written request, the Board shall grant a leave of absence for a period up to a maximum of one year to an employee who is elected to the provincial Executive of the O.S.S.T.F. The leave shall be without loss of salary or employee benefits, providing that the Board is reimbursed for the full cost of the leave by the Union.

(iii) The replacement appointed to the position held by the employee on leave shall be in acting capacity only or as a temporary employee.

(iv) The member on leave shall notify the Board by May 1st, in writing, of the member's intention to return to regular duties effective September 1. The member shall return to the member's former position, however, should the position formerly held by the member not be available the member shall receive full grid salary and shall be appointed to the first comparable position which becomes available.

ARTICLE 20 - SICK LEAVE, SICK LEAVE CREDITS AND SICK LEAVE GRATUITIES APPLYING TO MEMBERS WHO ENTER THE SERVICE OF THE BOARD ON AND AFTER THE 1ST DAY OF JANUARY, 1956

20.01 The Board shall maintain a Sick Leave Credit Account for each employee which shall be operated in the manner following:

(a) On January 1, 1989, for the period January 1 to June 30, 1989, an employee shall be granted twelve (12) days' sick leave credit for personal illness.

(b) Effective September 1, beginning in 1989, an employee shall be granted twenty (20) days' sick leave credit for personal illness.

(c) If an employee is hired other than September 1st, the employee shall be granted two days' sick leave credit per month for each month between the commencement date of employment and June 30th, grantable as a lump sum credit at time of employment.

(d) Beginning in 1989, credits in an employee's account on June 30 of each year shall be carried forward to September 1 next following.

(e) An employee on leave of absence shall not be entitled to accumulate sick leave credits while on such leave.

(f) Except as otherwise provided in this agreement there shall be deducted from an employee's account on the 30th day of June each year, the number of days that such employee was absent, with salary paid during the preceding school year.

(g) Deductions made from an employee's account, during that year as provided in (a), (b) or (c) shall be deducted from the cumulative balance in such employee's account. Such excess deductions shall not, however, be calculated to reduce the number

of the employee's credits accumulating to the maximum number of credits allowed to such employee by Article 20.09.

20.02 Except as otherwise provided elsewhere in this Agreement, no salary shall be paid to an employee while the member is absent from employment when there are no credits in the employee's Sick Leave Credit Account.

20.03 For absence occasioned by the death of a relative, leave shall be granted without loss of salary or deduction from the Sick Leave Credit Account:

(a) For a period not exceeding five consecutive days (spouse, son, daughter).

(b) For a period not exceeding four consecutive days (mother, father).

(c) For a period not exceeding three consecutive days (sister, brother, mother-in-law, father-in-law, guardian, dependent).

(d) For a period not exceeding two consecutive days (son-in-law, daughter-in-law, fiancé).

(e) For a period not exceeding one day (grandparent, sister-in-law, brother-in-law, aunt, uncle, nephew, niece, cousin).

NOTE: In clauses (a), (b) and (c) above, the absence on the day of death is not included in the calculation of the leave. Under unusual circumstances additional leave without loss of salary may be granted by the Director or designate and such additional leave shall be deducted from the Sick Leave Credit Account:

(a) for travel time,

(b) in the case of the death of other persons,

(c) for other extenuating circumstances.

20.04 Each employee shall be entitled to the employee's salary notwithstanding the employee's absence from duty in any case where, because of exposure to communicable disease, the employee is quarantined or otherwise prevented by the order of the Medical Health authorities from attending upon the employee's duties.

20.05 Each employee shall be allowed leave of absence without deduction of salary when absent for the purpose of Jury service or as a witness in any court to which the employee has been summoned in any proceedings to which the employee is not a party or one of the persons charged with an offense provided that the employee pays to the Board any fee, exclusive of traveling allowances and living expenses, that the employee receives as a juror or as a witness.

20.06 The Director or designate may grant leave of absence to any employee for reasons other than illness up to a maximum of three (3) working days in each school year, without deduction of salary and any such absence or so much thereof possible shall be deducted to such employee's current year's sick leave allowance and the balance, if any, shall be debited to the employee's Accumulative Sick Leave Credit.

20.07 To qualify for sick leave, an employee who is absent for a period exceeding three (3) consecutive working days must produce a certificate of illness from a qualified physician or licentiate of dental surgery and if required by the Board a further certificate from the Medical Officer of the Board. If such period does not exceed three (3) consecutive working days, a certificate by the School Principal or other superior official of such employee shall be accepted in lieu thereof.

20.08 An employee injured in the course of the employee's duties with the Board and receiving partial compensation on account of the employee's earnings pursuant to the Workers' Compensation Act, shall be entitled to have such compensation supplemented by the Board so as to provide payment to the employee of the employee's full earnings up to a maximum of sixty-six (66) days for any one accident. The amount so paid to such employee by the Board shall be divided by the per diem earnings of such employee to determine the number of days the employee was absent with pay and the same shall be deducted from such employee's Sick Leave Credit Account. In the event that an employee does not wish to have the employee's earnings supplemented by the Board as herein provided, the employee must give written notice to the Board within thirty (30) days after the date of the accident.

20.09 Notwithstanding anything herein contained, an employee paid on a ten (10) month basis shall not be allowed to accumulate in the employee's Sick Leave Credit Account more than a maximum cumulative total of four hundred (400) days. Upon

production of a certificate or certificates, as provided in Article 20.07, deductions from such account shall be made from time to time, for absence of such employee with salary up to an aggregate total of two hundred (200) days. Deductions in excess of two hundred (200) days shall be made only at the discretion of and by Resolution passed by the Board.

20.10 Any employee, upon entering the service of the Board shall (subject to conditions and restrictions herein provided) have credited to the employee's Sick Leave Account any credits standing to the Account of such employee under a system of Sick Leave Credits established by any other Board of Education under any General or Special Act of the Legislature of Ontario; and any employee terminating the employee's service with the Board and entering the service of any other Board of Education having a system of Sick Leave Credits established under any General or Special Act of the Legislature of Ontario, shall not be deemed to be terminating the employee's employment with the Board for the purpose of Article 20.09 hereof.

20.11 Subject to the provisions of any General or Special Act of the Legislature of Ontario, now or hereafter enacted the Board shall, on the termination of an employee's service with the Board, compute the amount of such employee's Sick Leave Credit Account by multiplying the number of days standing to the employee's credit in the employee's Account by the employee's then per diem salary and,

(a) the Board shall pay the said amount to such employee if, at the date of such termination the employee has attained the age of sixty-five (65) years.

(b) the Board may, in its discretion, pay the said amount to such employee, if the employee terminates the employee's service at such time as may be fixed by the Board for the employee's retirement and has either attained the age of sixty (60) years or has been twenty (20) years in the service of the Board.

This system may be amended, from time to time, by Resolution of the Board.

The Laws of Ontario provide:

That on the termination of the member's employment no employee is entitled to more than an amount equal to the member's salary, wages or other remuneration for one-half the

number of days standing to the member's credit and in any event not in excess of the amount of one-half year's earnings at the rate received by the member immediately prior to termination of employment.

ARTICLE 21 - SENIORITY

21.01 An employee will be considered probationary and will not be placed on a seniority list, nor have any seniority rights under this Agreement until the employee has completed one year of employment or up to 2 years if replacing an employee on study leave under Article 10.02.

21.02 Once the employee has successfully completed the probationary period, the employee's seniority shall be dated back to the commencement date of the probationary appointment.

21.03 A temporary or casual employee as defined in Article 3.06 shall not acquire seniority rights, nor be placed on a seniority list.

21.04 "Seniority" shall be defined as the length of continuous employment with the Board from the date of last appointment to the probationary staff.

21.05 Part-time employment equal to half-time or more shall accrue seniority as for full-time employment.

21.06 Part-time employment equal to less than half-time shall accrue seniority prorata in the same ratio that the part-time employment bears to full-time employment.

21.07 An employee on paid leave of absence or where the Board is reimbursed salary cost for the leave shall continue to accumulate seniority during the period of the leave of absence.

21.08 An employee shall not accumulate seniority during a period of unpaid leave of absence.

21.09 Seniority shall continue to accumulate during a statutory maternal leave or adoption leave up to a maximum of 17 weeks.

21.10 Where two or more employees are initially found to have equal seniority, the following criteria taken in order shall determine seniority:

(a) length of employment with the Board

(b) length of professional experience related to Professional Students Services work since university graduation.

(c) by lot.

21.11 Seniority rights shall cease when an employee:

(a) resigns from employment with the Board;

(b) transfers to a permanent position with the Board outside the bargaining unit; except if the employee is re-employed within the bargaining unit within a period of 2 years, seniority previously accrued to the date of transfer out of the bargaining unit shall be reinstated.

(c) is discharged and is not reinstated through the grievance procedure or arbitration;

(d) has been laid off in excess of one year;

(e) fails to report for employment after the expiration of any leave granted, or fails to notify the Board of intention to return to work within 10 working days after notice of recall from lay off is sent by registered mail to the last address shown on the Board's records.

21.12 By January 31 of each year, the Board shall post current seniority lists. The seniority lists will be determined in accordance with the provisions of this article and shall be used only for the purposes of determining lay offs and recalls. Any objection to the seniority lists shall be made to the Manager of Collective Bargaining Services within 30 days of the posting, otherwise the listing shall be considered correct.

21.13 For purposes of seniority, layoff and recall, separate seniority lists shall be prepared and posted for:

(a) Psychological Services Consultants

(b) Speech-Language Pathologists

(c) Social Workers

(d) Adjustment Consultants.

ARTICLE 22 - LAY OFF AND RECALL

22.01 Layoff and recall procedures shall be separate for each of the four position classifications and seniority lists under Article 21.13.

22.02 In the event of redundancy employees shall be laid off in the following order:

- (a) casual and temporary employees
- (b) probationary employees
- (c) employees in order of seniority beginning with the most junior employee.

22.03 An employee may be retained out of order of layoff as in Article 22.02, if there is no other more senior employee subject to layoff who is qualified and capable of performing the duties of the position.

22.04 No new bargaining unit employee shall be hired until all laid off seniority employees who are qualified and capable of performing the work have been given the opportunity of recall.

22.05 Seniority employees who are laid off shall retain the right of recall for one year following the date of layoff. The Board's obligation shall cease if the laid off employee:

- (a) refuses an offer of employment to a position for which the laid-off employee is qualified and capable of performing the duties

- (b) refuses or fails to notify the Board of intention to return to employment within ten (10) working days after notice of recall is sent by registered mail to the last address shown on the Board's records.

22.06 It shall be the duty of the laid-off employee to notify the Board promptly, in writing, of any change of address. If a laid-off employee should fail to do so, the Board shall not be responsible for failure of notice to reach the laid-off employee. Any notice sent by the Board by registered mail to the address of the laid-off employee which appears on the Board's records shall be deemed to have been received by the laid-off employee.

22.07 New (Union Proposal 27.04 (c))

Employees on the recall list shall be responsible for informing the Board and District 8 of any new areas of qualification and of any change of address.

ARTICLE 23 - PART-TIME EMPLOYMENT

23.01 (a) A written application by a full-time employee to work part-time may be granted by the Board subject to the Board's obligations and requirements.

(b) The date of return to full-time employment from part-time employment must be agreed upon in writing by the Board and the employee at the time an application is approved by the Board under Article 23.01 (a).

(c) Seniority accumulation for a part-time assignment shall be in accordance with Articles 21.05 and 21.06.

(d) The salary and the Board's contribution to the premium cost of employee benefits shall be prorated in the same ratio that part-time employment bears to full-time employment.

(e) Before hiring from outside the system to fill a full-time vacancy, the Board shall offer the vacancy to regular part-time employees in accordance with their qualifications.

ARTICLE 24 - UNION RELATIONS

24.01 Matters of concern relating to the application or administration of this Agreement will be discussed as part of the regular staff relations meetings of the Board and District 8, O.S.S.T.F.

24.02 The Union shall be provided with access to bulletin board space at the Education Centre, Area offices; and schools where bargaining unit members are regularly employed for the posting of P.S.S.P. notices.

ARTICLE 25 - AMENDMENTS

25.01 Amendments to the provisions herein shall be made only by mutual consent of the parties.

25.02 In the event that the Federal and/or Ontario Government should pass legislation during the life of this Agreement which would have the effect of altering or modifying any part of the Agreement, the parties shall meet and, in good faith, make every effort to sign a memorandum of agreement covering all amendments the parties deem appropriate. The remaining provisions of the contract shall continue in effect for the duration of the Agreement.

ARTICLE 26 - TERM OF THE AGREEMENT

26.01 This Agreement shall be in effect from September 1, 1988 and shall continue in full force up to and including December 31, 1989 and shall continue automatically thereafter for annual periods of one year unless either party notifies the other, in writing, within ninety (90) days prior to the expiration date that it desires to negotiate with a view to renewal, with or without modification of this Agreement.

26.02 If either party gives notice of its desire to negotiate amendments in accordance with Article 31.01, the parties shall meet within fifteen (15) days, from the giving of notice, or as soon thereafter as may be mutually agreed upon by the parties.

APPENDIX "A"

Supplemental Unemployment Benefit (SUB) Plan for the Board of Education For the City of Hamilton

1. The object of the plan is to supplement the unemployment insurance benefits received by workers for temporary unemployment caused by maternity or adoption leaves.

2. The following groups of employees are covered by the plan:

Social Workers
Adjustment Consultants
Psychological Consultants
Speech/Language Pathologists

3. The other requirements imposed by the employer for the receipt or the non-receipt of the SUB are:

(i) an employee must be eligible to receive maternal or adoption benefits from U.I.C.

(ii) Payment will not be made for any week in the waiting period which falls outside the employee's normal work period. A teacher or an employee employed on a ten-month basis will not be supplemented for any week during the waiting period which falls during the months of July and/or August.

4. Employees must apply for unemployment insurance benefit before SUB becomes payable.

5. Employees disentitled or disqualified from receiving U.I.C. benefits are not eligible for SUB.

6. Employees do not have the right to SUB payments except for supplementation of U.I.C. benefits for the unemployment period as specified in the plan.

7. The benefit level paid under this plan is set at a weekly rate equal to 60% of the employee's weekly insurable earnings under U.I.C. It is understood that in any week, the total amount of SUB, unemployment insurance gross benefits and any other earnings received by employees will not exceed 95% of the employee's normal weekly earnings.

8. The maximum number of weeks for which SUB is payable is for the two week waiting period.

9. The duration of the plan is from date of ratification until December 31, 1989.

LETTERS OF INTENT

1. LETTER OF INTENT - DEPENDENT'S COVERAGE

It is understood that under the terms of the current benefit policies for Extended Health, Dental and Semi-Private Hospital Care plans, dependent coverage includes unmarried, unemployed dependent children under twenty-five (25) years of age in full time attendance at a school, college or university.

2. LETTER OF INTENT - LONG TERM DISABILITY

As part of sign-up procedures, the Board will give new employees information on the Long Term Disability Plan and encourage them to become a member on a voluntary basis.

3. LETTER OF INTENT

The Board will continue its present practice of issuing T2200 forms for Income Tax purposes to those members who are receiving an annual travel allowance and who are regularly required to use their automobiles in the performance of their duties.

4. LETTER OF INTENT - TEACHERS' SUPERANNUATION

In reference to Article 14.08, for pension purposes a P.S.S.P. member who holds certification as a teacher shall become and remain a member of Teachers' Superannuation.

5. LETTER OF INTENT

Up to 5 representatives from each party shall meet during the lifetime of the Agreement to discuss matters of mutual concern relating to professional code of ethics, leadership positions, evaluation procedures, workload, travel allowance, and the work year.

The representatives shall report their findings to their respective principals.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Barker, Baskin, Deans, Hicks, Johnston, Kennedy, Korz, Mulholland, Paquin, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), J. Forrester (Superintendent of Schools, Area One), F. Kelly (Superintendent of Schools, Area Two), R. Binns (Superintendent of Schools, Area Three), P. Gillie (Superintendent of Schools, Area Four), D. Rothwell (Superintendent of Schools, Area Five), B. Sinclair (Superintendent of Human Resources), B. Orlando (Superintendent of Plant), J. Yurkiw (Assistant Superintendent, Special Services), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

(a) That up to 100 students of the Grade 12 Urban Geography and Travel and Tourism course from Hamilton Schools be permitted to attend a four-day field trip to Montreal from April 26 to April 29, 1989 (Wednesday to Saturday).

(b) That one teacher for every 15 students, plus the Geography Co-ordinator or designate, supervise the geography field study to Montreal, April 26 to April 29, 1989 (Wednesday to Saturday) and that each receive \$180.00 for their expenses.

Respectfully submitted,

MARGARET CUNNINGHAM,
Chairman.

Board Room,
1989 04 18.

MINUTES OF THE BOARD OF EDUCATION

Board Room
Education Centre
1989 05 18

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Cunningham, Deans, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Shewfelt (Superintendent of Finance and Treasurer), Kawai (Superintendent of Information Management Services), Sinclair (Superintendent of Human Resources), Kelly (Superintendent of Schools — Area 2), Binns (Superintendent of Schools — Area 3), Ms. Gillie (Superintendent of Schools — Area 4), Rothwell (Superintendent of Schools — Area 5), Ms. Rappolt (Assistant Superintendent, Curriculum), Yurkiw (Assistant Superintendent, Special Services) and Mrs. Rogers (Assistant to the Secretary).

A moment of silence was observed in the memory of the late William Maskell, a caretaker at Fernwood Park School, and the late Lorraine Ecsedy, a secretary at Strathcona School.

The minutes of the last regular meeting of 1989 04 18 were adopted as presented.

Mrs. Clarke related the impressive ceremony, Chaired by Trustee Mulholland, that formed a partnership between Stelco and Sir Winston Churchill Secondary School. It was an event of which the Board could be proud.

Mr. Rielly informed the members that notes of thanks for the Board's expression of sympathy were received from the Latham and Maskell families, and a letter thanking the Board for his retiring gratuity was received from Peter Birch. Attached to the trustees' agendas were copies of letters from Premier Peterson and MPP Shirley Collins in

response to the Board's resolution concerning the cost to the Hamilton taxpayers regarding the transfer of Elizabeth Bagshaw School to the Separate School Board. As well, Mr. Rielly drew the members' attention to the request for a representative to sit on the Ontario Public School Boards' Association Board of Directors.

Moved by Mrs. Van Horne, seconded by Mr. Stewart: That the Board of Education for the City of Hamilton nominate Mary Caye Clarke as its representative on the Ontario Public School Boards' Association Board of Directors, for the 1989-90 period. Carried.

The remaining correspondence was received and ordered filed.

Committee reports were presented as follows:

Budget Review Committee — Miss Cunningham
Development Committee — Mr. Allen
Operations Management Committee
— Miss Cunningham
Personnel Organization Committee — Mr. Hicks
Salary Committee — Mrs. Van Horne

Moved by Miss Cunningham, seconded by Mr. Penner: That the General Part of the Report of the Budget Review Committee be adopted. Carried.

Moved by Mr. Allen, seconded by Miss Cunningham: That the General Part of the Report of the Development Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Baskin: That the General Part of the Operations Management Committee be adopted.

Moved in amendment by Mrs. Deans, seconded by Mr. Penner: That Clause 1(a) be lifted from the addendum into the body of the report.

Trustee Deans said she still had concerns about open accessibility to the French Immersion Program and the safety of pupils being transported by parents.

The motion was put to a vote and was Lost.

Moved by Ms. Stewart, seconded by Dr. Johnston: That Clause 12 be referred back to the Operations Management Committee.

When Trustee Cunningham clarified that the letter from the Christian Home Association of Mount Hamilton requesting property tax relief had been received for information, Trustee A. Stewart withdrew her motion.

At the request of Trustee Mulholland, the motion to adopt the Report of the Operations Management Committee, with the exception of Clause 5, was put to a vote and was Carried.

Clause 5 was then put to a vote and was Carried.

Moved by Mr. Hicks, seconded by Mr. Stewart: That the General Part of the Report of the Personnel & Organization Committee be adopted.

Trustee Baskin drew attention to Marguerite Edge's request for a personal leave of absence and outlined the many contributions of this staff member and, in particular, highlighted the fine staff development program she has instituted at the Board. On behalf of the Board she wished her well.

The motion was put to a vote and was Carried.

Moved by Mrs. Van Horne, seconded by Mr. Kennedy: That the General Part of the Report of the Salary Committee be adopted. Carried.

In pursuance of his motion given at the last regular meeting, it was moved by Mr. Korz, seconded by Mr. Stewart: That the Hamilton Board of Education, in full assembly, supports for the purpose of public account the daily reading of the Lord's Prayer in public schools.

Trustee Korz clarified that the objective of his motion was for a statement for the purpose of public account and that he was not demanding specific action within our schools.

Trustee Korz referred to his previous attempts to have this issue debated by the Board and said he believes the people of Hamilton have the right to know where their trustees stand on this issue. He submitted to the Director a petition containing 900 signatures and requested a recorded vote.

Trustee Van Horne stated she did not support the motion and resented the insinuation that some trustees are afraid to stand up and be counted publicly. She indicated she would be willing to give her views to any constituents in Ward 4 who wish to call her. She emphasized that she would not debate such a frivolous motion and encouraged her fellow trustees not to debate the issue as well.

Trustee Allen pointed out there was a difference between opening and closing exercises and Religious exercises. He read some excerpts from the resource document on the Decision of the Ontario Court of Appeal, dated September 23, 1988, that stated one religion must not be given a position of primacy and that the content of opening or closing exercises must reflect the multicultural realities and traditions of Ontario society. He stated he could not support the motion as he felt society has changed and this must be reflected.

Trustee Baskin expressed her disappointment in the motion. She questioned Trustee Korz' right to ask for a recorded vote, stating she was offended by such a request.

Trustee Hicks agreed with Trustee Van Horne's comments and indicated his willingness to privately give account to the constituents in Ward 8 at any time.

Trustee R. Stewart supported the motion and said that to not voice an objection to legislation from the Ontario Government because it has become law is to take liberalism to new heights of absurdity. He felt strongly that the Lord's Prayer has a place in our schools, it always has and it should remain there.

Trustee Johnston stated that the place for prayer is in the home and in the Christian education program of the Church. However, he supported religious education in the schools.

Moved in amendment by Dr. Johnston, seconded by Mrs. Bishop: That the Hamilton Board of Education, in full assembly, supports in principle for the purpose of public account, the reading of the Lord's Prayer in public schools, together with other appropriate written materials in conformity with Ministry of Education directives.

Trustee Korz objected as he felt the amendment did not convey his intent and urged the members to stand up for their convictions.

Trustee Bishop pointed out the amendment reaffirms what the Ministry has said. Public schools are not affiliated with any church or religion and must serve the needs of the population.

Trustees Allen and Lowe spoke against the amendment as they felt it was out of order and Trustee Detwiler challenged its acceptance by the Chair.

The challenge to the Chair was put to a vote and was Carried. The amendment was not allowed to stand.

Trustee Deans spoke against Trustee Korz' motion and she pointed out that the legislation did not ban the Lord's Prayer in our schools.

Trustee Korz closed debate by saying the recorded vote will stand as a testimony to the direction people wish to take.

A recorded vote was taken and the motion was Lost: Those in favour: Trustees Mulholland, R. Stewart and Korz. Those opposed: Trustees Baskin, Bishop, Johnston, A. Stewart, Van Horne, Rogers, Deans, Lowe, Detwiler, Kennedy, Penner, Paquin, Cunningham, Hicks, Allen and Clarke.

Trustees Rogers offered his apologies to Trustee Baskin for the recorded vote.

FRENCH LANGUAGE SECTION

Presentation of the Report of the French Language Section — Mr. Paquin.

Moved by Mr. Paquin, seconded by Mrs. Barker: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mr. Penner: That the Elementary/Secondary Part of the Report of the Personnel and Organization Committee be adopted.

Trustee A. Stewart expressed her pleasure with the promotions of three women to Secondary School administrative positions and pointed out the positive role model these people represented for female students.

Mr. Stockwell, in response to Trustee Mulholland's question, said that each of the people recommended for promotion to positions of Department Head are specialists within their area of responsibility.

The motion was put to a vote and was Carried.

Under Unfinished Business, a two-thirds vote in favour of re-opening discussion on the French Immersion Kindergarten Program at A. M. Cunningham School was received.

The Chairman then referred back to the last Board meeting and the approval of the motion establishing re-registration for Tuesday, May 23 for the six available spaces in the class. After that Board meeting but prior to registration, the number of enrolled students went from 30 to 28. A class of 28 with an educational assistant is allowed under Federation contracts; therefore, an alternative action to the re-registration was taken which she hoped the Board would now support.

Moved by Mrs. Van Horne, seconded by Miss Cunningham: That the following motion approved at the April, 1989 Board meeting be rescinded: That, according to Board Policy re French Immersion enrolment, dated 1986

01 01, Clause (II), the 19 children presently enrolled for French Immersion Kindergarten who have siblings already in the A. M. Cunningham program be admitted in September, 1989, and the other 6 available openings be filled by having registration re-opened at 8:00 a.m. on Tuesday, 1989 04 25.

The motion to rescind was put to a vote and was Carried.

Moved by Mrs. Van Horne, seconded by Miss Cunningham: That, for the school year 1989-90, the French Immersion Kindergarten class at A. M. Cunningham School be staffed in the same manner as English Language Kindergarten classes.

Trustee Van Horne felt this motion, by limiting it to the 1989-90 school year, covered a possible concern on the motion passed by the Board a couple of years ago which capped the enrolment in this French Immersion program.

Mr. Kelly, in response to Trustee Detwiler's question, said that there has been an educational assistant working in this program this year.

Trustee Detwiler asked what would happen to this class in grade 1 and Mr. Rielly replied it would remain one class minus those who might drop out.

Trustee Mulholland said he would support the motion as presented tonight. He asked how the Director would staff this class after assessing the special needs, if, as this motion states, it will be staffed comparable to the English language classes. Would it be split into two classes?

Mr. Rielly said a decision on a class split would be made based on the needs assessment of the class.

Trustee Hicks pointed out the Board had defeated a motion to make this program at A. M. Cunningham into two classes and said the Officials cannot go against that defeated motion.

Mr. Rielly replied that the Officials realize they cannot do this unless permission is received from the Board. He indicated it would be his direction to the Associate Director

that if there is a need assessed in terms of the students in the class, direction would have to be sought from the Board.

Trustee Hicks said he could not support the motion as it stands now in light of the current discussions. He expressed his concern that the direction given in the motion calling for a re-registration was not carried out and the trustees were not informed of the change. He cautioned that it was incumbent on the Chairman, trustees and officials to follow the decisions of this Board. Under special circumstances, such as the above case, he would appreciate the elected officials being notified as soon as possible of any change in direction to any motions duly made and passed at the Board level.

After further discussion with several trustees indicating their reluctance to support the motion in view of the possibility of splitting this class come September, Trustee Van Horne withdrew her motion and submitted the following in its place:

Moved by Mrs. Van Horne, seconded by Miss Cunningham: That for the school year 1989-90, there be only one French Immersion Kindergarten class at A. M. Cunningham School, with an enrolment not to exceed 28 and to be staffed by one French Immersion Kindergarten Teacher and one Educational Assistant.

Trustee Rogers indicated his support of the motion on the floor as it gives the Officials a clear definition of what this Board wants. He emphasized the necessity for carrying out the orders as passed by the trustees and expressed his annoyance that this did not happen with last month's motion around this issue.

The Chairman stated that she could not let staff be criticized for the action taken in not following the direction of the Board.

While Trustee Mulholland urged the members to defeat the motion to allow him to place a motion to form 2 classes of 14 for one year, with a total maximum of 28, it was clarified that such a motion had in fact been defeated at last month's Board meeting.

Trustee Cunningham felt it was unfortunate that this Board has been put through this whole situation because Board policy was not followed initially in allowing the enrolment to rise to 30 when it was capped at 25 and she hoped this motion on the floor would be supported.

The motion was put to a vote and was Carried.

Under New Business, Trustee Baskin highlighted the visit of students from the North West Territories to G. R. Allan School commencing June 14, 1989. This has occurred as a result of the communications established via computers and Trustee Baskin saw this as an exciting chance for our students to visit with Native children.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

REPORT OF THE SALARY COMMITTEE

Present: Trustee Van Horne (Chairman); Trustees Cunningham Johnston, Kennedy, Paquin and Clarke.

Officials Present: K. Rielly (Director of Education and Secretary), B. Sinclair (Superintendent of Human Resources), J. McLeish (Chief Negotiator), D. Russon (Personnel Analyst), V. Meli (Collective Bargaining Analyst).

GENERAL

The Committee recommends:

1. That payment of the retirement gratuity during the final year of the "Superannuation Window" be without prejudice and conditional upon the agreement of the Branch Affiliates.

2. That, for those employees who are retiring and who are immediately eligible for pension under the "Superannuation Window", the payment be pro-rated in the same proportion that the number of years of service bears to 20 years.

3. That once the "Superannuation Window" closes (1989 08 31) requests for retiring gratuities must meet the full criteria to be considered by the Board, ie. 20 years of service or age 60.

Respectfully submitted,

RUTH VAN HORNE,
Chairman.

Committee Room,
1989 02 20.

REPORT OF THE BUDGET REVIEW COMMITTEE

Present: Trustee Margaret Cunningham (Chairman); Trustees Allen, Barker, Bishop, Clarke, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. L. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), J. Forrester (Superintendent of Schools — Area One), F. Kelly (Superintendent of Schools — Area Two), R. Binns (Superintendent of Schools — Area Three), P. Gillie (Superintendent of Schools — Area Four), D. Rothwell (Superintendent of Schools — Area Five), B. Sinclair (Superintendent of Human Resources), B. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), G. Rutledge (Controller), B. Macdonald (Payroll Supervisor), E. Hodgins (Manager, Financial Services), J. Friesen (Budget Analyst), G. Hardman (Purchasing Manager), S. Rogers (Assistant to the Secretary).

GENERAL

The Committee recommends:

1. That no action be taken on the request from the Adult Basic Education Association for financial support of \$6,000.
2. That officials be contacted by those interested Trustees in order to determine the "75% eligibility" for the Group Benefit Plan for Trustees as offered by the Ontario Public School Boards' Association.
3. That the purchase of additional furniture and equipment for the new junior elementary school in Block 79, in the amount of \$200,000 be approved and that this purchase be financed from Capital Reserves.
4. That renovations be made at Norwood Park School for September, 1989, at an estimated cost of \$600,000 to provide a Middle School component and that approval be given to engage an architect for design and supervision of work required in connection

with this project, and that this project be financed from Capital Reserves.

5. That a six room addition be made to the R. A. Riddell School for occupancy by December, 1989, at an estimated cost of \$1,200,000 and that approval be given to engage an architect for design and supervision of work required in connection with this project, and that this project be financed from Capital Reserves/Debentures.

6. That approval be given for Phase 1 for the Centennial School addition and renovations at a cost of \$201,000 to proceed in 1989 and that an architect be engaged to design and supervise the work required in connection with this project and that this project be financed from Capital Reserves/Debentures.

Respectfully submitted,

M. CUNNINGHAM,

Chairman.

Board Room.

1989 03 08

1989 03 20

1989 04 10

1989 04 17.

**REPORT OF THE
FRENCH LANGUAGE SECTION
Sixth Report**

Present: Mr. Hubert Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: Mr. R. Lavoie (Superintendent of Schools — French as a First Language).

The Section recommends:

1. That the following recommendations of the Director of Education be approved:

(a) That the resignation of Jocelyne Clutterbuck, effective 1989 08 31, be accepted with regret.

(b) That the following trip request be approved:

(i) G. P. Vanier, Grade 12, Outdoor Education, Kelso Conservation Area, 1989 05 29-31 (Monday to Wednesday).

2. That the correspondence from the Haldimand-Norfolk Roman Catholic Separate School Board re Regional Reunion be received for information.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1989 05 02.

**REPORT OF THE
DEVELOPMENT COMMITTEE
Sixth Report**

Present: Trustee B. Allen (Chairman); Trustees Barker, Deans, Kennedy, A. Stewart and Clarke.

Also Present: Trustees Bishop, Cunningham, Detwiler, Johnston, Mulholland, Penner, R. Stewart and Van Horne.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), J. Forrester (Superintendent of Schools — Area One), F. Kelly (Superintendent of Schools — Area Two), R. Binns (Superintendent of Schools — Area Three), D. Rothwell (Superintendent of Schools — Area Five), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), J. Hill (Co-ordinator Languages), J. Kerr (Co-ordinator Technological Services).

The Committee recommends:

GENERAL

1. That the following recommendations regarding the Native Language Program in Mohawk be approved:

(i) That the period of registration for the pilot Native-as-a-Second Language Program in Mohawk be extended to Friday, 1989 05 19.

(ii) That, in the event that student registrations are insufficient to warrant implementing the Mohawk Program in September, 1989, a broadly based planning team be created to re-examine possible starting grades and appropriate locations, and that a report be brought to the Development Committee of the Board in January, 1990.

2. That the Report re Update — Re-organization by Area Two on Compensatory Education be received for information.

3. That the Report re Update — Re-organization by the Curriculum and Special & Educational Services Department be received for information.

4. That the proposal for "Showcase '90 — Partners in Technical Education", Hamilton, 1990 05 03-05, be approved at a projected cost to the Board of \$29,500.

Respectfully submitted,

B. ALLEN,
Chairman.

Board Room,
1989 05 04.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
Sixth Report**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Barker, Baskin, Deans, Johnston, Kennedy, Korz, Mulholland, Paquin and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), F. Kelly (Superintendent of Schools, Area Two), R. Binns (Superintendent of Schools, Area Three), P. Gillie (Superintendent of Schools, Area Four), D. Rothwell (Superintendent of Schools, Area Five), R. Lavoie (Superintendent of Schools — French as a First Language), B. Orlando (Superintendent of Plant), D. B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), G. Rutledge (Controller), E. Hodgins (Manager, Financial Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation of the Director of Education be approved:

(a) That the names of those texts, as distributed, be approved for use in the schools and be added to the lists of texts previously approved by the Board of Education for the City of Hamilton.

2. That the report on the Investment of Short Term Funds be received for information.

3. That the report on Cash Flow be received for information.

4. That the report on Capital Allocation/Grants be received for information.

5. That the Chairman of the Board and the Superintendent of Finance and Treasurer be authorized to establish a line of credit not to exceed \$15,000,000, in accordance with Section 208 and Section 217 of the Education Act.

6. That the amount of \$2,501.75 be paid to Evans, Philp to cover the quarterly account for the period 1989 01 01 to 1989 03 31.

7. That the Cash Tuition Fee Schedule for the 1989-1990 school year be approved as follows:

**CASH TUITION FEE SCHEDULE
FOR THE 1989-1990 SCHOOL YEAR**

		Fees	
		Annual	Monthly
Elementary Panel			
Residents of Ontario			
Grade Classes (including Junior Kindergarten, Kindergarten and French Immersion)		\$1,540	\$154
Non-Residents of Ontario			
Grade Classes (including Junior Kindergarten, Kindergarten and French Immersion)		\$5,060	\$506
Secondary Panel			
Residents of Ontario			
Grade Classes (including French as First and Second Languages [Immersion])		\$2,110	\$211
Vocational		3,730	373

Non-Residents of Ontario

Grade Classes (including French as First and Second Languages [Immersion])	\$6,550	\$655
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Note: Special Education classes are not available on a Cash Fee basis.

8. That the Transportation Committee be reconstituted for 1989 to consist of 5 members appointed by the Chairman of the Board and that the mandate of the committee be to study and review the possibility of changing from bus tickets to monthly bus passes for the Co-operative Education students at the secondary level and that a report be brought back to the Operations Management Committee by July, 1989.

9. That the following report of the French Language Section be approved:

(a) That the report from the Superintendent of Schools — French as a First Language regarding transportation (limited bus passes) for students attending Georges-P.-Vanier Secondary School be referred to the Transportation Committee for further study and analysis and that a report be brought back to the Board.

10. That the following recommendations regarding the Student Building Trades Fund be approved:

(a) That a cheque be issued in the amount of \$800 to the Hamilton and District Home Builders' Association for awards to winners of its 22nd Annual Student Design Contest, and

(b) That a cheque be issued in the amount of \$800 to the Board of Education for the City of Hamilton for awards to students in subject areas related to construction.

11. That the following Holiday Schedule for Secondary Schools and the Education Centre offices be incorporated into the 1989-1990 School Year Calendar:

Monday, September 4, 1989	- Labour Day
Monday, October 9, 1989	- Thanksgiving Day
Friday, December 22, 1989	- 12:00 Noon Closing
Monday, December 25, 1989	- Christmas Day
Tuesday, December 26, 1989	- Boxing Day
Friday, December 29, 1989	- 12:00 Noon Closing

Monday, January 1, 1990	- New Year's Day
Friday, April 13, 1990	- Good Friday
Monday, April 16, 1990	- Easter Monday
Monday, May 21, 1990	- Victoria Day
Monday, July 2, 1990	- for Canada Day (1990 07 01)
Monday, August 6, 1990	- Civic Day

12. That the report regarding the request from the Christian Home Association of Mount Hamilton re property tax relief be received for information.

13. That the Hamilton Board of Education contribute 50% (\$250.00) of the total cost towards erecting a sign for the North Central Community School Association at Robert Land School.

14. That the following report of the Special Education Advisory Committee be approved:

(a) That officials bring a report to SEAC regarding the changes in the 1989 General Legislative Grants for the Provision of Special Educational Programs and Services and the implications of these changes to the Special Education program.

(b) That guidelines be formulated to cover situations involving short term disability.

(c) That the Board of Education invite the Canadian Cleft Lip & Palate Family Association to sit as a member on the SEAC Committee.

(d) That the Special Employment Project (joint project of the Hamilton Board of Education and the Hamilton & District Association for Mentally Retarded) receive SEAC endorsement.

(e) That the SEAC Committee endorse the Special Education Review Report and request approval for submission to the Ministry.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That the names of those texts, as distributed, be approved for use in the schools and be added to the lists of texts previously approved by the Board of Education for the City of Hamilton (see separate list).

(b) That the following trip requests be approved:

(i) Hill Park, Grades 11-13, London, England, 1990 03 06-15 (Tuesday to Thursday)

(ii) Sherwood, Grades 12-13, Outdoor Education, St. Nora Lake, 1989 05 12-14 (Friday to Sunday)

(iii) Sir Winston Churchill, Grades 11-12, Outdoor Education, Algonquin Park, 1989 05 24-27 (Wednesday to Saturday)

(iv) Westdale, Senior Grades, Rome, Italy, 1990 03 06-16 (Tuesday to Friday)

(v) Cardinal Heights, Grade 7, Outdoor Education, Camp Wanakita, 1989 05 14-17 (Sunday to Wednesday)

(vi) Gibson, Grades 4-6, Outdoor Education, Camp Wanakita, 1989 06 04-07 (Sunday to Wednesday)

(vii) Hampton Heights, Grades 6-7, Outdoor Education, Camp Wanakita, 1989 04 16-17 (Wednesday to Friday)

(viii) Viscount Montgomery, TMR, Outdoor Education, Camp Ambassador — Owen Sound, 1989 06 20-23 (Tuesday to Friday)

(ix) W. H. Ballard, Grade 6, Sudbury, 1989 05 30-06 01 (Tuesday to Thursday)

(x) Westview, Grade 8, Gifted, Stratford, 1989 06 16 (Friday)

(xi) Westdale, Grades 9-13, Outdoor Education, Algonquin Park, 1989 05 26-28 (Friday to Sunday)

(xii) Vincent Massey, Sherwood, Hill Park, Westdale, Sr. T.R., Outdoor Education, Valens Conservation Area, 1989 06 05-06 (Monday to Tuesday)

(xiii) Vincent Massey, Hill Park, Westdale, Sr. T. R., Outdoor Education, Valens Conservation Area, 1989 06 08-09 (Thursday to Friday)

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1989 05 09.

ADDENDUM

The following motion was considered at the May meeting of the Operations Management Committee on 1989 05 09 and was LOST:

GENERAL

1. That the following report of the Committee to Study Transportation Implications for French Immersion and Other Programs be approved:

(a) That transportation be provided for elementary students of Hamilton public school supporters who attend French Immersion programs and who live 1.6 km (1 mile) or more from the school they must attend, to reflect our transportation policy for elementary students.

**REPORT OF THE
PERSONNEL & ORGANIZATION COMMITTEE
Sixth Report**

Present: Chairman W. Hicks; Trustees Baskin, Mulholland, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees: Barker, Bishop, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Korz, Penner, Rogers and A. Stewart.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), B. Sinclair (Superintendent of Human Resources), P. Beveridge (Superintendent, Curriculum, Special and Educational Services), R. Kawai (Superintendent, Information Management Services), J. Yurkiw (Assistant Superintendent, Special Services), G. Rappolt (Assistant Superintendent, Curriculum), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the role description for the position of Consultant, Section 25 Programs, be approved, and the Salary Committee be authorized to negotiate the terms of the employment for the position with the Branch Affiliates.

2. That the recommendations of the Director of Education be approved as presented to the members.

(a) That Dr. Marie Bountrogianni, Psychological Consultant, be appointed to the position of Acting Chief Psychologist, for a one year term, effective 1989 09 05 to 1990 08 31, with salary according to the salary schedule.

(b) That the resignation of the following members of the Cleaning Staff, for the purpose of retirement, effective 1989 06 30, be accepted with regret and that the Board's gratuity be paid:

Audrey Gaffney
Valerie Johnson
Aldea M. Thompson

(c) That the resignation of John M. Rankin, Caretaking Staff, for the purpose of retirement, effective 1989 05 31, be accepted with regret and that the Board's gratuity be paid.

(d) That Edward Porter be confirmed in the position of Supervisory Foreman, effective 1989 05 03.

(e) That the request of Mary Davis, Clerical Staff, for a Maternal Leave of Absence, effective 1989 07 10 to 1989 11 03, in accordance with the Employment Standards Act, be granted.

(f) We regret to announce the death of William Maskell, Caretaker, Fernwood Park School, on 1989 04 11.

(g) That the appointment of John Lee, Special Assignment Teacher (Outdoor Education), be extended effective 1989 09 01 to 1990 06 30.

(h) That the appointment of William Manson, Special Assignment Teacher (Drama), be extended effective 1989 09 01 to 1990 06 30.

(i) That the resignation of Mary Thornton, Cleaning Staff, for the purpose of retirement, effective 1989 07 28, be accepted with regret and that the Board's gratuity be paid.

(j) That Barbara Murdoch, Clerical Staff, be promoted to the position of Computer Operator, Computer Services, Category G (maximum \$585.00 per week), effective 1989 05 08, with salary according to schedule.

(k) That Glenn Miller, Accounting Analyst, be promoted to the position of Accounts Payable Supervisor, Administrative Category 17 (under review) (maximum \$35,558 per annum), with a one year probationary period, effective 1989 05 22, with salary according to the salary schedule.

(l) That the request of Marguerite Edge, Program Leader — Staff Development, for a Personal Leave of Absence, effective 1989 09 01 to 1990 08 31 (1.0), be granted.

3. That the Personnel Training Report be approved as presented to the members.

4. That the Report of the Committee to Study the Salaries and Conditions of Work of Senior Officials, be approved.

1. That the following compensation terms be effective from January 1, 1989 to December 31, 1989.

2. That the Board provide Optional Group Life Insurance — \$150,000 employee paid (effective 1989 05 01).

3. That the Board examine, through the services of K. G. Brown and Associates, the feasibility of establishing an employee funded Retirement Compensation Arrangement (RCA) for Senior Officials.

4. That the annual vacation allowance for Senior Officials be 6 weeks.

5. That effective January 1, 1989, salaries for Director, Associate Director, Superintendents, Assistant Superintendents and Controller be as follows:

Director	\$100,000
Associate Director	\$ 93,300
Superintendents	\$ 84,925
Assistant Superintendents	\$ 77,100
Controller	\$ 77,100

6. That the Board engage outside Consultants to advise on compensation arrangements for Senior Officials effective for January 1, 1990.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Linda Craig, 1989 03 31 to 1989 05 09 (elementary)
Brian Boudreau, 1989 02 27 to further notice (secondary)
Donna Hudzieczko, 1989 05 02 to further notice (elementary)
Patricia Kaine, 1989 05 01 to 1989 06 30 (elementary)
Biruta Kwapisinski, 1989 03 20 to 1989 05 01 (elementary)
Lynsey Mitchell, 1989 02 08 to 1989 04 24 (secondary)
Charlotte Reed, 1989 04 28 to 1989 06 30 (.5) (elementary)
Radia Younes, 1989 04 05 to further notice (secondary)

(b) That the effective dates of Maria Sobota's appointment to the Occasional Staff, approved at the April Meeting, be changed to 1989 04 18 to 1989 06 30 (elementary).

(c) That the resignation of Kenneth Hall, Principal, who is retiring on superannuation, effective 1989 06 30, be accepted with regret and that the Board's gratuity be paid (secondary).

(d) That the resignations of the following teachers who are retiring on superannuation, effective as shown, be accepted with regret and that the Board's gratuity be paid:

John G. Alton, 1989 06 30 (elementary)
Isobel M. Carle, 1989 07 31 (elementary)
Marilyn Connor, 1989 06 30 (secondary)
Donna J. Cooper, 1989 06 30 (elementary)
Gail Hammond, 1989 06 30 (elementary)
William M. Hudak, 1989 06 30 (secondary)
Marguerite J. Puls, 1989 06 30 (elementary)
I. Fulton Seunarine, 1989 06 30 (elementary)
W. Jackson Sibbald, 1989 06 30 (secondary)
Robert A. Swift, 1989 06 30 (secondary)

(e) That the resignations of the following teachers effective 1989 08 31, be accepted with regret:

Louise d'Entremont (elementary)
Janice A. Galivan (secondary)
Lucy Manno (elementary)
Donald Simpson (elementary)
Richard White (elementary)
Elizabeth Wyatt (elementary)

(f) That Clause (e), recommending payment of the Board's gratuity to the following teachers, approved at the April meeting, be amended to read: "and that the Board's gratuity (on a pro-rated basis) be paid:"

Elizabeth Anne Boyd
Margaret Cooke
Leona M. Paulson
John Tkach
Catherine Verrall

(g) That the resignation of Ruth Smith, Elementary School Clerical and Secretarial Staff, for the purpose of retirement, effective 1989 06 30, be accepted with regret and that the Board's gratuity be paid.

(h) That the resignation of Celina Chabot, Educational Assistant Staff, for the purpose of retirement, effective 1989 06 29, be accepted with regret and that the Board's gratuity be paid.

(i) That the extension of the secondment of Joan Morse by the Ministry of Education, approved at the April Meeting, be rescinded (secondary).

(j) That the following teachers be promoted to the position of Acting Head of Department, effective 1989 09 01, with salaries according to schedule:

Geoffrey Biggin (Technical) (secondary)
Evelyn Brown (Vocational - Vocational School) (secondary)
Robert Corey (Physical and Health Education) (secondary)
Robert Macoritti (Academic - Vocational School) (secondary)
James Moore (Music) (secondary)
Tamur Pesoton (Languages), 1989 09 01 to 1990 01 31
(secondary)
Jacqueline Sykes (Family Studies), 1989 09 01 to 1990 01 31
(secondary)

(k) That the following teachers be promoted to the position of Acting Assistant Head of Department, effective 1989 09 01, with salaries according to schedule:

Ross Davidson (Vocational - Vocational School) (secondary)
Keith Gale (Guidance) (secondary)
Bruce Hall (Technical) (secondary)
Barbara Jantzi (Business Education) (secondary)
David Mathyk (Business Education) (secondary)
Richard Neufeld (Technical) (secondary)
Ilank Reintjes (Technical) (secondary)
Roger Rose (Technical) (secondary)
Claire Wright (Academic - Vocational School) (secondary)

(l) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Heather Abbott, 1989 09 01 to 1989 12 28 (elementary)
Gillian Miller, 1989 09 01 to 1989 12 28 (elementary)

(m) That the request of Laura Dowling for a Maternal Leave of Absence, effective 1989 09 01 to 1989 12 28, be granted in accord-

ance with conditions governing Maternal Leave, followed by a Parental Leave of Absence, effective 1989 12 29 to 1990 08 31 (secondary).

(n) That the effective dates of the Maternal Leave of Absence granted to Linda Bilenki at the February Meeting, be changed to 1989 02 24 to 1989 06 23 (elementary).

(o) That the request of Gwen Filice, Secondary School Clerical and Secretarial Staff, for a Maternal Leave of Absence, effective 1989 07 03 to 1989 10 27, in accordance with the Employment Standards Act, be granted.

(p) That the request of Sandra Scott, Educational Assistant Staff, for a Maternal Leave of Absence, effective 1989 09 05 to 1990 01 08, in accordance with the Employment Standards Act, be granted.

(q) That the requests of the following teachers for extensions of their Personal Leaves of Absence, effective as shown, be granted:

B. Jane Couper, 1989 09 01 to 1990 08 31 (secondary)
Kathleen Henderson, 1989 09 01 to 1990 08 31 (elementary)
Sandra Katz, 1989 09 01 to 1990 08 31 (secondary)
Deborah Pamukoff, 1989 09 01 to 1990 03 09 (elementary)
Margaret Jean Simpson, 1989 09 01 to 1990 08 31 (elementary)
Linda Spratt, 1989 09 01 to 1990 08 31 (elementary)
Josette Van Rooyen, 1989 09 01 to 1990 08 31 (elementary)
Sharon Zabrok, 1989 09 01 to 1990 08 31 (elementary)

(r) That the request of Lucy Manno for an extension of her Personal Leave of Absence, approved at the April Meeting, be rescinded (elementary).

(s) That the request of Gerald Price for an extension of his Leave of Absence in order to serve as President of O.S.S.T.F., District 8, effective 1989 09 01 to 1990 08 31, be granted (secondary).

(t) That the request of David Allen for an extension of his Leave of Absence in order to serve as Vice-President of O.S.S.T.F., District 8, effective 1989 09 01 to 1990 08 31, be granted (secondary).

(u) That the request of Carl Ouellette for an extension of his Leave of Absence in order to serve as O.S.S.T.F. District Benefits Officer, effective 1989 09 01 to 1990 08 31 (.6667), be granted (secondary).

(v) That the request of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

Linda Brown, 1989 09 01 to 1990 08 31 (elementary)
Katherine Goodwin, 1989 09 01 to 1990 08 31 (secondary)
Paula Griffin, 1989 09 01 to 1990 01 31 (secondary)
Jeanette B. M. Hughes, 1989 05 29 to 1989 08 31 (elementary)

(w) That the request of Jean Cutbill for an extension of her Long Term Disability Leave of Absence, effective 1989 09 01, be granted (elementary).

(x) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Linda Bilenki, 1989 06 24 (elementary)
Rita C. More, 1989 06 01 (elementary)
Frank Szabo, 1989 09 01 (elementary)
Doris Viastikopoulos, 1989 06 19 (elementary)

(y) That Susan Radford, School Social Worker, be returned from a Maternal Leave of Absence, on a half-time basis, effective 1989 05 12 to 1989 06 30.

(z) That the resignation of M. Jean Beattie, Elementary School Clerical and Secretarial Staff, for the purpose of retirement, effective 1989 06 30, be accepted with regret and that the Board's gratuity be paid.

(aa) That the resignation of Constance Salisbury, Elementary School Clerical and Secretarial Staff, effective 1989 06 30, be accepted with regret.

(bb) That Kathleen Watters be appointed to the position of Consultant (Primary — Area 3), on an acting basis, effective 1989 09 01 (elementary).

(cc) That Katharine Hibbins be appointed to the position of Special Assignment Teacher — Area 3, effective 1989 09 01 to 1990 06 30 (secondary).

(dd) That the appointment of Margaret Schneider, Middle School Consultant, on an acting basis be extended effective 1989 09 01 to 1990 06 30 (elementary).

(ee) That Shelagh Simpson (Junior Kindergarten/Early Identification Consultant) be assigned to Robert Land School for the 1989-90 school year to teach in the primary division as part of the Director's leadership and staff development program (elementary).

(ff) That the request of Lynn DiFrancesco, Secondary School Clerical and Secretarial Staff, for a Maternal Leave of Absence, effective 1989 05 29 to 1989 09 22, in accordance with the Employment Standards Act, be granted.

(gg) That the effective dates of the Maternal Leave of Absence granted to Doris Viastikopoulos at the February Meeting, be changed to 1989 04 12 to 1989 06 16 (elementary).

(hh) We regret to announce the death of Lorraine Ecsedy, Elementary School Clerical and Secretarial Staff, on 1989 05 03.

(ii) That Joan Morse be promoted to the position of Acting Principal of a Secondary School, effective 1989 09 01, with salary according to schedule.

(jj) That the following teachers be promoted to the position of Acting Vice-Principal of a Secondary School, effective 1989 09 01, with salaries according to schedule:

Judith Binns
Margaret Bowman
David McIsaac
Manfred Neumann

Respectfully submitted,

W. HICKS,
Chairman.

Board Room,
1989 05 11.

**MINUTES OF THE
SPECIAL MEETING OF
THE BOARD OF EDUCATION**

Board Room
Education Centre
1989 05 29

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Bishop, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Paquin, Penner, Rogers, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director) and Mrs. Rogers (Assistant to the Secretary).

FRENCH LANGUAGE SECTION

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the Report of the special meeting of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Hicks, seconded by Mrs. Van Horne: That the Elementary/Secondary Part of the Report of the special in-camera meeting of the Personnel & Organization Committee be adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
SPECIAL MEETING OF
THE FRENCH LANGUAGE SECTION**

Present: Mr. Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: Mr. R. Lavoie (Superintendent of Schools — French as a First Language).

The Section recommends:

1. That the following recommendation of the Director of Education be approved:

(a) That the contracts of the following teachers on Letters of Permission be terminated, effective 1989 08 31:

Denise Gauthier

Pierre Simard

Raynald Trudel

Respectfully submitted,

HUBERT PAQUIN,

Chairman.

Committee Room,
1989 05 29.

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF
THE PERSONNEL AND ORGANIZATION COMMITTEE**

Present: Chairman W. Hicks; Trustees Johnston, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Bishop, Deans, Desmarais, Detwiler, Kennedy, Korz, Penner, and Rogers.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Sinclair (Superintendent of Human Resources), Kennedy (Assistant Superintendent, Staffing) and Mrs. Rogers (Assistant to the Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That the contracts of the following Probationary Teachers be terminated, effective 1989 08 31:

Wolfgang Boggs (secondary)
Deborah McAlpine (LP) (secondary)
Mark Novakovic (elementary)

Respectfully submitted,

W. HICKS,
Chairman.

Board Room,
1989 05 29.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1989 06 15.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Shewfelt (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum and Special & Educational Services), Orlando (Superintendent of Plant), Kawai (Superintendent of Information Management Services), Sinclair (Superintendent of Human Resources), Kelly (Superintendent of Schools — Area 2), Binns (Superintendent of Schools — Area 3), Ms. Gillie (Superintendent of Schools — Area 4), Rothwell (Superintendent of Schools — Area 5), Ms. Rappolt (Assistant Superintendent, Curriculum), Yurkiw (Assistant Superintendent, Special Services), Kennedy (Assistant Superintendent, Staffing), and Mrs. Rogers (Assistant to the Secretary).

The minutes of the last regular meeting of 1989 05 18 and special meeting of 1989 05 29 were adopted as presented.

The Chairman introduced Tammy Rankin, of Scott Park Secondary School and Deborah Johnston, of Delta Secondary School, recipients of the Terry Fox Humanitarian Award, granted to 44 secondary school students from across Canada. Mrs. Clarke highlighted the community service endeavours that brought special recognition to these Hamilton students. She congratulated them most sincerely and wished them the best in their future studies.

As well, the Chairman mentioned that Trevor Daw from Barton Secondary School, and Lisa Wylie from Churchill Secondary School, were nominees for the OPSBA Award of Merit in memory of Jack A. MacDonald and also wished them well on behalf of the Board.

Chairman Clarke asked the members to join her in congratulating Trustee Van Horne on her nomination for OPSBA's Dr. Harry Paikin Award in recognition of the leadership she has given and continues to give to the Hamilton Board.

Trustee Korz drew the members' attention to a former student at Sir John A. Macdonald Secondary School, Hat Chi Do, who was a recipient of a silver award from the Royal Canadian Humane Association. The Canadian Government awarded a Heroism Medal and a Bravery Award to Mr. Do who tragically drowned while attempting to rescue a friend.

Moved by Mr. Korz, seconded by Mr. Penner: That the Board of Education send a letter of condolence to the family of Hat Chi Do, former student at Sir John A. Macdonald Secondary School, and recipient of the Royal Canadian Humane Association Medal. Carried.

The Secretary advised the members that attached to the agendas were letters from Scarborough and Peel Boards of Education relative to their resolutions on the sale of air pistols and pellet guns to minors, the Hastings County Board of Education relative to its resolution on Occupant Load - Public Assembly Areas, the Timmins Board of Education on its resolutions re Opening Exercises and the response from the Minister of Education on compulsory credits in physical and health education.

Moved by Mrs. Deans, seconded by Mrs. Lowe: That the Hamilton Board support the resolutions from Scarborough and Peel Boards of Education re the sale of air pistols and pellet guns and voice our opinion to the provincial government.

Trustee Van Horne, in speaking neither for nor against the intent of the motion, said this issue deserved more consideration and suggested sending the resolutions to the Operations Management Committee for further discussion.

The motion was put to a vote and was Carried.

Moved by Mrs. Van Horne, seconded by Canon Rogers: That the resolution re Occupant Load - Public Assembly Areas from the Hastings County Board of Education be referred to the Operations Management Committee and the communication from Timmins Board of Education and the response from the Minister of Education be received and filed.

Mr. Korz suggested that the resolutions re Opening Exercises from Timmins Board of Education be referred to the Operations Management Committee.

The Chairman called the vote on the motion and it was Carried.

When Trustee Hicks asked what role the Hamilton Board will have in the Ministry's review of the document, "Ontario Schools: Intermediate and Senior Divisions" as referred to in Minister Ward's letter, Mr. Rielly said the Ministry has not yet established committees for this review.

Trustee Hicks encouraged the Hamilton Board to initiate an active part in the review by means of a submission.

Trustee Cunningham, in retrospect, felt the resolutions from the Scarborough and Peel Boards re the sale of air pistols and pellet guns have been supported without us knowing whether Hamilton has a similar problem.

The Chairman said this issue could be placed on a Standing Committee agenda and Mr. Rielly added that the officials could report on the local situation if such a request was supported by the trustees.

Committee reports were presented as follows:

Development Committee — Mr. Allen
Operations Management Committee, regular and special — Miss Cunningham
Personnel & Organization Committee — Mr. Hicks

Moved by Mr. Allen, seconded by Dr. Johnston: That the General Part of the Report of the Development Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mr. Penner: That the General Part of the Report and Special Report of the Operations Management Committee be adopted.

Trustee Mulholland stated he would not be supporting this motion because of Clause 9 (a) and he hoped a different direction would be followed.

The motion was put to a vote and was Carried.

Moved by Mr. Hicks, seconded by Mrs. Deans: That the General Part of the Report of the Personnel & Organization Committee be adopted. Carried.

Under New Business, Trustee Van Horne reported on the first annual meeting of the Ontario Public School Boards' Association held in London from 1989 05 26-28.

The Chairman informed the trustees that a communication was received indicating the Hamilton Board's eligibility to have a delegate at the Canadian School Trustees' Association annual conference.

Moved by Mrs. Lowe, seconded by Mrs. Deans: That Trustee Ray Mulholland be the voting delegate for the Hamilton Board of Education at the C.S.T.A. Annual Conference to be held 1989 07 06-09 in Saskatoon, Saskatchewan. Carried.

FRENCH LANGUAGE SECTION

Presentation of the Report of the French Language Section — Mr. Paquin.

Moved by Mr. Paquin, seconded by Mrs. Barker: That the Report of the French Language Section be adopted. Carried.

Under New Business, Trustee Barker announced that Kim Paradis, a graduate student from Georges-P. Vanier Secondary School, after completing her B.A. in Engineering, has won the Governor General's Medal from McMaster University, as well as a \$70-80,000 scholarship for doctorate studies.

ELEMENTARY/SECONDARY

A note of thanks for the Board's expression of sympathy from the Cherrett family and a letter thanking the Board for its support of Pitch-in 89 from the Riverdale E. & W. Communities were read to the members.

The above correspondence was ordered received and filed.

Moved by Miss Cunningham, seconded by Miss Detwiler: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mr. Stewart: That the Elementary/Secondary Part of the Report of the Personnel & Organization Committee be adopted.

Mrs. Clarke requested that Clause 3 be voted on separately and declared her possible Conflict of Interest stating she would not, therefore, be discussing nor voting on Clause 3.

Moved by Mr. Kennedy, seconded by Mrs. Lowe: That Clause 2 of the Elementary/Secondary Part of the Report of the Personnel & Organization Committee be deleted.

Trustee Kennedy said he was making the above motion because he felt the Board's primary responsibility is for educating students up to 21 years of age and because of the increasing difficulty in financing various other programs in our system.

Trustee Lowe, Hicks, Korz and Detwiler all spoke in favour of the motion citing the program is largely attended by adults and there are other priorities the Board has to consider. There was also strong objection to the provincial government again initiating a program through grants and then withdrawing the financial support, leaving the Board to either assume the financial obligations or discontinue the program.

Trustees R. Stewart, Baskin, Bishop, Deans and Mulholland spoke against the motion and highlighted the various children's groups that access this program and how essential it was for children from these communities to have this exposure to computers. These programs are seen as a vital component of the community school programs. It was also pointed out that to continue the program for another year, as the clause suggested, did not represent a large expenditure.

Trustee Kennedy said the Board should concentrate on giving the best programs possible in the day schools and let the province sponsor the community school programs.

A recorded vote was requested and the motion was Carried with those in favour: Trustees Van Horne, Rogers, Lowe, Detwiler, Kennedy, Korz, Cunningham, Hicks and Clarke. Those opposed: Trustees Mulholland, Baskin, Bishop, Johnston, A. Stewart, R. Stewart, Deans and Penner.

Moved by Mrs. Baskin, seconded by Mrs. Bishop: That the computers given to the Hamilton Board of Education Community Schools by the Ministry of Citizenship and Culture be turned over to the City of Hamilton Recreation Department so that the computers may be used for their designated purpose.

Trustee Baskin stated that these computers were given to the Board for a specific purpose. Therefore, she was requesting that the Department of Recreation use them for the intended purpose.

The Chairman stated she would not accept the motion as it was out of order.

Trustee Baskin then gave notice that she will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

That the computers given to the Hamilton Board of Education Community Schools by the Ministry of Citizenship and Culture be turned over to the City of Hamilton Recreation Department so that the computers may be used for their designated purpose.

The Chairman asked the members to consider the rest of the motion, as amended, with the exception of Clause 3. Carried.

Trustee Mulholland made reference to the promotions to positions of responsibility and stated his concern that the Board act in a fair and responsible manner. He asked whether seniority was considered along with ability and qualifications so that the best qualified person was promoted.

When Trustee Mulholland asked whether the collective agreement prevented a non-permanent staff member from being appointed to a position of responsibility, Mr. Rielly replied it is legal from the collective agreement standpoint and has been done in the past.

Clause 3 was put to a vote and was Carried.

Trustee Bishop asked the trustees to join her in congratulating Westdale's Music Department on its extraordinary and well-deserved success when their orchestra, senior band and jazz group won 8 gold and 7 silvers at the Musicfest.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
FRENCH LANGUAGE SECTION
Seventh Report**

Present: Mr. H. Paquin (Chairman), Trustees Barker and Desmarais.

Also Present: Trustee Clarke.

Officials Present: R. Lavoie (Superintendent of Schools, French as a First Language).

The Section recommends:

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That Clement Bonin be appointed to the probationary staff, effective 1989 09 01, with salary according to schedule.

(b) That Jocelyne Lambert be appointed to the probationary staff, effective 1989 09 01, with salary according to schedule.

(c) That the request of the Ministry of Education for the secondment of Denyse Beauchemin, effective 1989 09 01 to 1990 08 31, be granted.

(d) That the following teachers be appointed to the positions of Acting Heads of Department, as shown, effective as follows:

Ralph Grant (Art), 1989 09 01

Rene Gauthier (Physical and Health Education), 1989 09 01

Lucienne Rowan (Guidance), 1989 09 01

Monique Stepien (Francais), 1989 09 01 to 1990 06 30

2. That the Translation and Adaptation of Growth & Development Document — Principals and Vice-Principals be received for information.

3. That the French Language Section express their appreciation through the Principal to the Committee, staff, students and band members involved with the 15th Anniversary and Official Opening celebrations of Georges-P.-Vanier.

4. That the following recommendation of the admissions committee be approved:

(a) That Sarah Woodside be admitted as a student at Georges-P.-Vanier, effective 1989 09 05.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1989 05 30.

**REPORT OF THE
DEVELOPMENT COMMITTEE
Seventh Report**

Present: Mr. B. Allen (Chairman); Trustees Barker, Deans, Kennedy, Korz, A. Stewart and Clarke.

Also Present: Trustees Baskin, Bishop, Cunningham, Desmarais, Detwiler, Hicks, Johnston, Lowe, Mulholland, Paquin, Rogers, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), J. Forrester (Superintendent of Schools — Area One), F. Kelly (Superintendent of Schools — Area Two), R. Binns (Superintendent of Schools — Area Three), P. Gillie (Superintendent of Schools — Area Four), D. Rothwell (Superintendent of Schools — Area Five), R. Lavoie (Superintendent of Schools — French as a First Language), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), J. Hill (Co-ordinator Languages), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations regarding the Pilot Program in Native Languages (MOHAWK), be approved:

(a) That due to an insufficient number of registrants the implementation of a pilot Native-as-a-Second Language Program (MOHAWK) be cancelled for September, 1989;

(b) That the motion of 1989 05 04, to create a broadly based planning team to re-examine possible starting grades and appropriate locations be confirmed;

(c) That a report from the planning team be brought to the Development Committee of the Board in January, 1990.

2. That the following report of the Race Relations Committee be approved:

(a) That the Report on Religious Education in Schools, the recommendations of which follow, be approved for submission to the Watson Inquiry:

i) That the Ministry of Education appoint a broadly-based Task Force to develop a curriculum for Religious Education including a methodology helpful for the study of religion and the acquisition of a body of factual knowledge about religions gained through literature, art, music and science, and in contact with the living faith communities.

ii) That any religious education curriculum developed by the Ministry should be carefully piloted and field tested, appropriately funded and monitored by the Ministry of Education, giving attention to the content, process of instruction and teacher in-service.

iii) That courses in religious education be provided at Ontario colleges of education as part of the teacher's basic education and that in-service programs be provided for the continuing education of teachers.

3. That the Board of Education for the City of Hamilton request permission from the Watson Inquiry to make a verbal presentation.

4. That the "System Planning Document" be adopted as a framework to enable schools, areas, departments, senior administration and trustees to proceed with their three year plans (1989-92).

Respectfully submitted,

BERT ALLEN,
Chairman.

Board Room,
1989 06 01.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
Seventh Report**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Baskin, Deans, Kennedy, Korz, Mulholland and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), F. Kelly (Superintendent of Schools, Area Two), R. Binns (Superintendent of Schools, Area Three), P. Gillie (Superintendent of Schools, Area Four), D. Rothwell (Superintendent of Schools, Area Five), R. Orlando (Superintendent of Plant), D. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), G. Rutledge (Controller), D. Kelterborn (Manager, Insurance and Property), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation of the Director of Education be approved:

(a) That the fee for the 1989-1990 school year for students in the String Programme be increased from \$75 per year to \$85 per year effective 09 01 1989 and that the fee be increased to \$110 per year when payment is received after 10 10 1989.

2. That the report on Short Term Investments be received for information.

3. That the report on Cash Flow be received for information.

4. That the Board of Education for the City of Hamilton oppose Part 3 of Bill 20, the Development Charges Act (Lot Levies), and that the Board inform the Ministry of Education of its opposition to this legislation and urge them to reconsider the method of

raising funds for school capital construction, and that this Board seek the support of the Local Members of the Provincial Parliament.

5. That the following recommendations regarding Lot Levies be approved:

(a) That the report be received for information.

(b) That a full report be brought back to this committee as soon as more information becomes available from the Ministry pertaining to the regulations as well as any changes that occur as Bill 20 goes through the second and third readings to Royal Assent.

6. That the Board of Education for the City of Hamilton adopt the Pupil Accident Insurance policy as submitted by Reliable Life Insurance Company for 1989-1990 and 1990-1991, Plans 1, 2, and 3, with a \$500 extended dental plan and \$1,000, \$3,000 or \$5,000 Death Benefit from any cause.

7. That Sophie Dennis from the Canadian Cleft Lip and Palate Family Association be appointed as a member to the Special Education Advisory Committee for the period commencing 1989 06 16 and extending through to 1991 11 30.

8. That the following recommendation regarding Tenders — Stinson Street School Renovations be approved:

(a) That a contract be awarded for the renovation of Stinson Street School to G. S. Wark Ltd., in the amount of \$763,810.

9. That the following recommendations regarding Asbestos — 220 Dundurn and Westdale Secondary School be approved:

(a) That the Superintendent of Plant be authorized to continue with the following and that the funds be provided:

- | | |
|---|-----------|
| (i) Make repairs at 220 Dundurn | \$120,000 |
| (ii) Make repairs at Westdale
Secondary School | \$100,000 |
| (iii) Prepare asbestos inventory | \$ 50,000 |

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(a) That a grant application in the amount of \$3,800.00 to the Ministry of Education Experience '89 program for 4 summer students to assist in the See and Be Reading Program (Community Schools) be approved at a cost to the Board of \$2,028.00.

(b) That the following trip requests be approved:

(i) Hill Park, Sr. T. R., Outdoor Education, Valens Conservation Area, 1989 06 26 (Monday)

(ii) Sherwood, Sr. T. R., Outdoor Education, Valens Conservation Area, 1989 06 26 (Monday)

(iii) Vincent Massey, Sr. T. R., Outdoor Education, Valens Conservation Area, 1989 06 26 (Monday)

(iv) Hillsdale, Grades 3-5, Sp. Ed., Outdoor Education, Valens Conservation Area, 1989 06 14-16 (Wednesday to Friday)

(v) Tweedsmuir, Grade 8, Outdoor Education, Algonquin Park, 1989 09 20-23 (Wednesday to Saturday)

(vi) Glendale, Outdoor Education, Algonquin Park, 1989 09 13-16 (Wednesday to Saturday)

(vii) Glen Brae, Grade 6, Outdoor Education, Camp Wanakita, 1989 10 03-06 (Tuesday to Friday)

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1989 06 06.

**REPORT OF THE
PERSONNEL & ORGANIZATION COMMITTEE
Seventh Report**

Present W. Hicks (Chairman); Trustees Baskin, Mulholland, Paquin, R. Stewart and Van Horne.

Also Present: Trustees Allen, Bishop, Deans, Desmarais, Detwiler, Kennedy and Lowe.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Beveridge (Superintendent, Curriculum, Special and Educational Services), F. Kelly (Superintendent of Schools — Area Two), P. Gillie (Superintendent of Schools — Area Four), J. Yurkiw (Assistant Superintendent, Special Services), R. Kennedy (Assistant Superintendent of Staffing), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the recommendations of the Director of Education be approved as presented to the members.

(a) That the Salary Committee be responsible to the Board for the conduct of pay equity negotiations with employee groups, in a similar manner as for contract talks and that they report to the Board through the Personnel and Organization Committee.

(b) That Linda Woolfrey-Cooper be appointed to the position of Co-ordinator (Family Studies), for a five year term, effective 1989 09 01.

(c) That Susan Mawson, Elementary School Clerical and Secretarial Staff, be promoted to the position of Career Counsellor, Human Resources Department, Administrative Category 17 (under review), (maximum \$35,588 per annum), for a two year term (renewable), effective 1989 07 01, with salary according to the salary schedule.

(d) That the appointment of Gary Gibson, Consultant (Media Services .5, Special Assignment .5), be extended effective 1989 09 01 to 1990 06 30.

(e) That the resignation of Josephine Labenski, Cleaning Staff, for the purpose of retirement, effective 1989 06 30, be accepted with regret and that the Board's gratuity be paid.

(f) That the resignation of Elizabeth McNeil, Clerical Staff, for the purpose of retirement, effective 1989 08 31, be accepted with regret and that the Board's gratuity be paid.

(g) That the resignation of Peter R. Beasley, Caretaking Staff, effective 1989 05 26, be accepted with regret.

(h) That the effective dates of the Maternal Leave of Absence granted to Carolyn Wilson, Clerical Staff, at the February Meeting, be changed to 1989 05 19 to 1989 09 14.

(i) That Dianne Husack be appointed to the position of Speech/Language Pathologist (M.A. level) (maximum \$45,041 per annum) with a one year probationary period, effective 1989 09 01 with salary according to the salary schedule.

(j) That Jim McCaughey be appointed to the position of Program Leader - Staff Development, for a one year term, effective 1989 09 01 to 1990 08 31, with salary according to the salary schedule.

(k) That Joanne McIntosh be appointed to the position of Acting Consultant - Staff Development, for a three year term, effective 1989 09 01 to 1992 06 30, with salary according to the salary schedule.

(l) That the following be appointed to the Caretaking and Maintenance Staff, on three months' probation, as an Assistant Caretaker, effective 1989 06 07, with wage rate according to the Collective Agreement:

Don Anderson, Jr.

Gail Fleming

Paul Freeman

Wilamina McGrimmond

Alan McKee

Heather Milne

Walter Musytschuk

Frank Taibi

Mary Thompson

Ronald Tischler

Patricia Unger

(m) That the resignations of the following Cleaning Staff, for the purpose of retirement, effective as shown, be accepted with regret and that the Board's gratuity be paid:

Tabea Bajzert, 1989 08 01

Alexandrina Comeau, 1989 06 30

(n) That the resignation of Albert Lomax, Caretaking Staff, for the purpose of retirement, effective 1989 06 30, be accepted with regret and that the Board's gratuity be paid.

(o) That the resignation of Thomas D. Cowin, Secondary School Foreman, for the purpose of retirement, effective 1989 09 30, be accepted with regret and that the Board's gratuity be paid.

(p) That the resignation of Jadze Stanaitis, Cleaning Staff, effective 1989 06 30, be accepted with regret.

(q) That the request of Michael Silbert to relinquish his position as Co-ordinator (Mathematics) in order to return as Head of Department (Mathematics), effective 1989 09 01 to 1991 08 31, be granted.

(r) That Harry Traini be promoted to the position of Acting Co-ordinator (Mathematics), effective 1989 09 01 to 1991 08 31.

(s) That William Brown be promoted to the position of Consultant (Co-operative Education), effective 1989 09 01.

(t) That Betty Ferguson be transferred from the Educational Assistant Staff (O.P.E.I.U.) to the position of Assistant to the Lunchroom Program Leader (Category A-B — maximum \$402.00 per week) (non-union Clerical), effective 1989 06 05, with salary according to the salary schedule.

(u) That the request of Rhonda Hirst, Developmental Specialist, for an extension of her Personal Leave of Absence, effective 1989 09 01 to 1990 06 30, be granted.

(v) That the effective dates of the Maternal Leave of Absence granted to Jackie Nawrocky, Developmental Specialist, at the April Meeting, be changed to 1989 05 29 to 1989 09 22.

2. That the report on Hiring of Learning Resource Teachers as presented by Trustee Bishop be referred to the officials.

ELEMENTARY/SECONDARY

1. That the verbal Report from the Officials re remuneration from the Wentworth County Board for the second Vice-Principal, Sherwood Secondary School, be received for information.

Clause 2 - deleted at Board

2. That appropriate funding be provided so that the existing Computer Co-ordinator Project may be maintained at Robert Land and Parkdale Schools for the school year 1989-1990.

3. That the recommendations of the Director of Education be approved as presented to the members.

(a) That Wolfgang Boggs be re-appointed to the Probationary Staff, effective 1989 09 01, with salary according to schedule (secondary).

(b) That the following teachers be appointed to the Probationary Staff, effective 1989 09 01, with salaries according to schedule:

Allan, Alayne (E)	Ligas, Debora (E)
Allibone, Mitchell (S)	Lorenzi, Wendy (E)
Arnold, Mary (S)	MacLachlan, Susan (E)
Atkins, Sabine (E)	MacLeod, Margaret (E)
Bajkor, Joseph (S)	Marazia, Franca (E)
Beard, Philip (S)	May, Joseph (S)
Berardo, Josephine (E)	McCullough, Janine (S)
Bertoldi, Rita (E) (.5)	McGall, Jane (S)
Binotto, Lorenzo (S)	McIlveen, Neil (S)
Bontempo, Frances (S)	Murray, Darlene (E)
Borkovich, Lisa (S)	Nagy, Steven (E)
Boyce, Graham (E)	Nickel, Terry (E)
Bradley, John (S)	Obermeyer, Dale (E)
Brandt, Diane (E)	Otter, Loreli (E)
Breckon, Lisa (E)	Pawluk, Donna (S)
Brown, Marilyn (S)	Pellizzari, Ian (E)
Buck, Brian (E)	Phillinini, Linda (E)
Carpenter, Leslie (E)	Pizzolante, Louise (E)
Clarke, Sandra (E)	Poot, James (S)
Collins, Warren (E)	Reese, Janice (S)
Craig, Linda (E)	Reese, Mark (S)
Creighton, Ruth-Anne (E)	Ripco, Gwen (E)
Crouch, David (E)	Robertson, Lesley (E)
Dabbs, Susan (S)	Sampson, Annette (E)
D'Agostino, Brenda (E)	Schiedel, Adele (S)
Davy, James (E)	Schweiger, Sonya (E)
Devlin, Karen (E)	Shannon, Eileen (S)
DiTiberio, Susan (S)	Sidlar, Sylvia (E)
Dokainish, Mahida (E)	Smith, Marnie (E)
Dunn, Stephen (S)	Stasiulis, Kristina (S)
Findlay, Natalie (E)	Stewart, Leslie (E)

Fleming, Mary-Lynn (E)	Strauch, Mary (E)
Fletcher, Anjili (E)	Stubbs, Jacqueline (E)
Fotheringham, Christine (E) (.5)	Suh, Alison (E)
Frattaroli, Norma (E)	Tamiru, Tadele (E)
Fyfe, Heather (E)	Taylor, Bailey (E)
Gallant, Michelyn (S)	Taylor, Carol (S)
Gasparik, Tara (E)	Thomas, Jeffrey (S)
Gibson, Stella (E)	Tohivsky, Shari (E)
Haralambopoulos, P. Betty (E)	Turner, Bonnie (E)
Harding, Carol-Ann (S)	Vacca, Amerina (E)
Heels, Joan (E)	Vander Graaf, Yvonne (E)
Hensen, Audrey (E)	Verner, Lee Ann (E)
Hillis, Judith (E)	Walker, Ruth (E)
Holloway, Keith (E)	Weinhardt, Ernie (S)
Jackson, Shawana (E)	Whitmore, Joan (E)
Kelday, Marie-Louise (E)	Whitwell, John (S)
Kestell, Mary Louise (S)	Whyte, Andrea (E)
Kihs, Ruth (E)	Wiggins, Jane (E)
Krueger, Beverly (E)	Yung, Esther (E)
Lew, Maelly (S)	Zwicker, Deborah (E)

(c) That the following teachers be appointed to the Occasional Staff, effective as shown, with salary according to schedule:

Helen Charalambopoulos, 1989 05 01 to 1989 06 30 (secondary)
 Mary-Lynn Fleming, 1989 04 14 to further notice (elementary)
 Donna Griffith, 1989 05 01 to 1989 06 30 (elementary)
 Janice Hayashi, 1989 04 07 to 1989 06 30 (elementary)
 Brian Hickox, 1989 04 03 to 1989 04 28 (secondary)
 Helen Kunic, 1989 05 23 to 1989 06 30 (secondary)
 Wendy Lorenzi, 1989 04 10 to 1989 06 30 (elementary)
 Neil McIlveen, 1989 05 12 to further notice (secondary)
 Kelly Rivet, 1989 05 01 to further notice (elementary)
 Diane Schofield, 1989 04 17 to further notice (elementary)
 Gail Tyree, 1989 05 08 to 1989 06 30 (elementary)

(d) That Elaine Nowell be appointed to the Probationary Secondary School Clerical and Secretarial Staff (Level 1 — maximum \$401.88 per week), effective 1989 05 15, with salary according to the Collective Agreement.

(e) That the resignations of the following teachers who are retiring on superannuation, effective 1989 06 30, be accepted with regret and that the Board's gratuity be paid:

Eva Adkins (elementary)
George Anderson (secondary)
Norman Aurini (secondary)
Matthew Farrell (secondary)
Julienne Giroux (elementary)
Dorothy Linton (elementary)
Edward Ryder (secondary)

(f) That the resignation of L. Joyce Slater, Secondary School Clerical and Secretarial Staff, for the purpose of retirement, effective 1989 06 30, be accepted with regret and that the Board's gratuity be paid.

(g) That the resignations of the following teachers, effective 1989 08 31, be accepted with regret:

Mariam Ali (elementary)
Malcolm Buchanan (secondary)
Alison E. Fletcher (elementary)
Linda Grant (elementary)
Carola Hamelin (elementary)
Janette Heaven (elementary)
Carola Lane (elementary)
Jill Linkert (secondary)
M. Anne Lord (elementary)
Patricia McAnally (elementary)
Joan McDonald (secondary)
Diane McKenzie (elementary)
George Pater (secondary)
Valentina Philp (elementary)
E. Pauline Sandys (elementary)
Mary Schoffield (secondary)
Patricia Stephenson (elementary)

(h) That the resignation of Kathleen Cline, Elementary School Clerical and Secretarial Staff, effective 1989 06 29, be accepted with regret.

(i) That the request of TVOntario for the secondment of Allen Craven, Education Officer, Utilization, Educational Services, effective 1989 09 01 to 1990 08 31, be granted (elementary).

(j) That Terese Gallagher be promoted to the position of Consultant Middle School — Area 1), on an acting basis, effective 1989 09 01 (elementary).

(k) That Joan Browning be promoted to the position of Consultant (Early Identification - Junior Kindergarten), effective 1989 09 01 to 1990 06 30 (elementary).

(l) That the following extensions of Consultants, effective 1989 09 01 to 1990 06 30, be granted:

Eleanor Duncan (Writing to Read .5, Special Assignment .5) (elementary)

Tina Falbo (Core French, Elementary) (elementary)

Diane Trembley-Griffin (Primary — Area 2) (elementary)

Mary Jean Tyczynski (Junior Division — Area 5) (elementary)

(m) That Joanne Beard be promoted to the position of Acting Head of Department (Family Studies), effective 1989 09 01, with salary according to schedule (secondary).

(n) That the following teachers be promoted to the position of Acting Assistant Head of Department, effective 1989 09 01, with salaries according to schedule:

Ronald Anderson (Technical) (secondary)

Jacqueline Feeney (Guidance) (secondary)

Douglas Massey (History) (secondary)

Jeffrey Nichol (Science) (secondary)

(o) That the request of Beverley Mulkewich for a Leave of Absence in order to serve as HWTa and HTF President, effective 1989 09 01 to 1990 08 31, be granted (elementary).

(p) That the request of Wanda Bailey for a Leave of Absence in order to serve as Economic Policy Committee Chairperson for the H.T.F., effective 1989 09 01 to 1990 08 31, be granted (elementary).

(q) That the request of Rein Ende for a half-time Leave of Absence in order to serve as President of the O.P.S.T.F., effective 1989 09 01 to 1990 08 31 (.5), be granted (elementary).

(r) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Linda Brown, 1989 09 01 to 1989 12 15 (secondary)

Angela Leone-Camilleri, 1989 10 23 to 1990 02 16 (elementary)

Linda Paradis, 1989 09 01 to 1989 12 28 (elementary)

Donna M. Pitt, 1989 07 03 to 1989 10 27 (elementary)

(s) That the requests of the following teachers for Maternal Leaves of Absence be granted in accordance with conditions governing Maternal Leave, followed by a Personal Leave of Absence for Parental Reasons, effective as shown:

Rosemary Almas, 1989 09 25 to 1990 02 02 (elementary)
Karen Baetz, 1989 09 01 to 1990 08 31 (secondary)
Rita Knapp, 1989 09 01 to 1990 08 31 (elementary)
Darlene Owen, 1989 09 18 to 1990 03 30 (elementary)
Joanne Sinclair, 1989 09 01 to 1990 01 31 (secondary)

(t) That the request of Stella Needham for a Personal Leave of Absence, effective 1989 09 01 to 1990 08 31, be granted (elementary).

(u) That Nicholas Hughes be granted a Leave of Absence, without pay, effective 1989 05 08 to 1989 05 19 (elementary).

(v) That the requests of the following teachers for Long Term Disability Leaves of Absence, effective as shown, be granted:

Rosemary McShane, 1988 07 01 (elementary)
Katharine Pangborn, 1989 02 13 (elementary)

(w) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Lynn Coulson-Hallas, 1989 06 12 (elementary)
Laurie Firlit, 1989 05 01 (elementary)

(x) That the effective dates of the Maternal Leave of Absence granted to Lynn Coulson-Hallas at the February Meeting, be changed to 1989 02 27 to 1989 06 09 (elementary).

(y) That the request of Robert Hutchison for an extension of his Long Term Disability Leave of Absence, effective 1989 09 01 to 1990 08 31, be granted (elementary).

(z) That effective 1989 09 01, a one-year reciprocal agreement be arranged between the Hamilton Board of Education and the Ministry of Education, enabling Kathryn Pawlasek to serve as a Supervisory Officer with the Ministry of Education and Margaret Wolchak to serve as a Principal with the Hamilton Board of Education (elementary).

(aa) That the request of Debra-Ann Kumita for an overseas exchange with a teacher from Australia for the period 1990 01 01 to 1990 12 31, be approved subject to the condition that a suitable exchange teacher from Australia can be arranged through the Ministry of Education (elementary).

(bb) That the request of the Ministry of Education for the secondment of Elizabeth Eickmeier to the Trillium School, effective 1989 09 01 to 1990 08 31, be granted (secondary).

(cc) That the request of the Ministry of Education for the extension of the secondment of Robert Robinson to the Centre for Early Childhood and Elementary Education, effective 1989 09 01 to 1990 06 30, be granted (elementary).

(dd) That Mary Johnson be appointed to the position of Special Assignment Teacher .5 — Area 1 (Centennial/Bennetto), effective 1989 09 01 to 1990 06 30 (elementary).

(ee) That Dorte Deans be promoted to the position of Acting Head of Department (Art), effective 1989 09 01 to 1990 01 31, with salary according to schedule (secondary).

(ff) That Connie Hall be promoted to the position of Assistant Head of Department (Art), effective 1989 09 01 to 1990 01 31, with salary according to schedule (secondary).

(gg) That the request of David Argent to relinquish his position as Head of Department (Music), effective 1989 09 01 to 1990 08 31, be granted (secondary).

(hh) That the request of Valerie Bryce for a Personal Leave of Absence, effective 1989 09 01 to 1990 08 31, be granted (secondary).

(ii) That the requests of the following teachers for extensions of their Long Term Disability Leaves of Absence, effective as shown, be granted:

June Outram, 1989 09 01 (elementary)

Norval Redpath, 1989 09 01 (elementary)

(jj) That Betty Ferguson, Educational Assistant Staff, be returned from a Personal Leave of Absence, effective 1989 06 05.

(kk) That Olga Hencher be promoted to the position of Acting Principal of an Elementary School, effective 1989 09 01, with salary according to schedule.

(ll) That the following teachers be promoted to the position of Acting Vice-Principal of an Elementary School, effective 1989 09 01, with salaries according to schedule:

Edward Grodecki

Lindy Millen

Lauren Tindall

(mm) That Dennis Griffin be promoted to the position of Acting Vice-Principal of a Secondary School (.5), effective 1989 09 01, with salary according to schedule.

Respectfully submitted,

WESLEY HICKS,

Chairman.

Board Room,

1989 06 08.

ADDENDUM

The following motion was considered at the June meeting of the Personnel & Organization Committee and was LOST:

1. That this Board fund a Computer Co-ordinator for both Robert Land and Parkdale Community Schools and that they become permanent positions on the Board.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Barker, Baskin, Hicks, Johnston, Kennedy, Korz, Mulholland, A. Stewart and Van Horne.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), R. Orlando (Superintendent of Plant), R. Kennedy (Assistant Superintendent, Staffing), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Board of Education for the City of Hamilton approve the working drawings for the new Sir Wilfrid Laurier School, as presented.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1989 06 15.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1989 06 19.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Bishop, Deans, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Sinclair (Superintendent of Human Resources), Orlando (Superintendent of Plant), Kennedy (Assistant Superintendent, Staffing), J. McLeish (Chief Negotiator), V. Meli and Ms. Russon (Collective Bargaining), and Mrs. Rogers (Assistant to the Secretary).

GENERAL

The special meeting of the Board was called to order to consider the report of the Salary Committee relative to the agreement reached with the elementary branch affiliates.

Moved by Mrs. Van Horne, seconded by Mr. Kennedy: That the General Part of the Report of the Salary Committee be adopted.

Trustees Allen, Rogers and Clarke declared possible conflict of interest and did not debate nor vote on the report.

Trustee Van Horne said that this represents the fourth or fifth consecutive year that an agreement has been reached with the elementary school teachers in June. On behalf of the Board, she thanked the negotiating table team, the Salary Committee and the Hamilton Teachers' Federation's negotiating committee and commented on the good relationship that has developed over the years. She pointed out that the total package represented a 6.27 percent increase.

The motion was put to a vote and was Carried.

The Chairman thanked the members of the Salary Committee and Trustee Van Horne for her leadership.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: R. H. Van Horne (Chairman), Trustees Cunningham and Kennedy.

Officials Present: Mr. J. S. McLeish (Manager, Collective Bargaining Services), Mr. R. Kennedy (Assistant Superintendent, Staffing), Miss D. Russon (Personnel Analyst), and Mr. V. Meli (Collective Bargaining Analyst).

The Committee recommends:

GENERAL

1. That the Board ratify the terms of the 1989-90 Collective Agreement reached with the Elementary Branch Affiliates as attached.

Respectfully submitted,

RUTH H. VAN HORNE,

Chairman.

Committee Room,
1989 06 15.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
AND
THE ELEMENTARY BRANCH AFFILIATES
REPRESENTING
THE FEDERATION OF WOMEN TEACHERS'
FEDERATION OF ONTARIO, AND
THE ONTARIO PUBLIC SCHOOL
TEACHERS' FEDERATION**

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
2. The undersigned representatives agree to recommend acceptance of this memorandum to their respective principals.
3. The term of the Collective Agreement shall be from September 1, 1989 to August 31, 1990.
4. Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 15th day of June, 1989.

On Behalf of
The Elementary
Branch Affiliates

On Behalf of
The Board of Education
for the City of Hamilton

ARTICLE 8 — SALARY GRID**8.01**

Effective September 1, 1989 to August 31, 1990:

Yrs. of Exper.	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
0	\$18,490	\$20,055	\$21,163	\$26,400	\$27,843	\$30,001	\$31,682
1	19,661	21,354	22,577	27,843	29,403	31,802	33,600
2	20,786	22,571	23,912	29,280	30,962	33,600	35,522
3	21,875	23,758	25,218	30,719	32,520	35,400	37,439
4	23,000	24,998	26,555	32,156	34,080	37,201	39,363
5	24,101	26,568	28,380	33,600	35,640	39,003	41,282
6	28,205	28,380	29,700	35,042	37,201	40,805	43,201
7		30,274	31,602	36,481	38,763	42,602	45,119
8		33,466	34,014	37,925	40,319	44,401	47,038
9			35,189	39,363	41,880	46,200	48,962
10			39,480	40,805	43,442	48,002	50,883
11				44,162	46,803	52,806	56,405

ARTICLE 10 — POSITIONS OF RESPONSIBILITY**10.01**

(i) Effective September 1, 1989 to August 31, 1990:

Vice-Principals of Elementary Schools shall be paid in accordance with the following schedule:

Years of Experience As a Vice-Principal	
0	\$59,324
1	59,907
2	60,741

A teacher appointed as a Vice-Principal shall receive the minimum salary for the category. If, however, the teacher's salary before appointment equals or exceeds the minimum salary for the category of Vice-Principal, then the salary shall be increased on the date the appointment becomes effective by \$750 per annum, not to exceed the maximum.

(ii) Effective September 1, 1989, two additional Vice-Principal will be assigned to the elementary panel.

10.02

Effective September 1, 1989 to August 31, 1990:

Principals of Elementary and Trainable Retarded Schools shall be paid in accordance with the following salary schedule:

Years of Experience
As a Principal
In Category

0	\$65,276
1	65,976
2	66,560
3	67,433
4	68,308

10.03

Effective September 1, 1989 to August 31, 1990:

Co-Ordinators, Area Supervisors and Programme Leader — Staff Development shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$65,345
1	66,961
2	70,126

Co-Ordinators, Area Supervisors and Programme Leader — Staff Development shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternative scheduling shall be possible by mutual agreement between the Superintendent and the member. After 25 years of service entitlement shall be 6 weeks annual vacation.

(ii) Amend to read:

Staff Assistants shall be paid grid salary plus a responsibility allowance of \$5,619 effective September 1, 1989. Staff Assistants shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternative scheduling shall be possible by mutual agreement between the Superintendent and the member. After 25 years of service the entitlement shall be 6 weeks annual vacation.

(iv) Amend to read:

Consultants shall be paid grid salary plus a responsibility allowance of \$3,921 effective September 1, 1989.

(v) Amend to read:

Program Leader, Alternative Education shall be paid grid salary plus a responsibility allowance of \$3,921 effective September 1, 1989.

(vi) Amend to read:

Adjustment Consultants shall be paid grid salary plus a responsibility allowance of \$3,921 effective September 1, 1989.

10.04 Amend to read:

An allowance beyond the regular grid salary shall be paid to teachers as follows:

Assistant to the Principal	\$1,181
Outdoor Education	1,181

ARTICLE 11 — SPECIAL ALLOWANCES**11.01 (i) Amend to read:**

Effective September 1, 1977, an allowance beyond the regular grid salary shall be paid to a teacher in a special area as follows, providing that such teacher received the allowance in the 1976-77 school year and continues to teach in a special area after August 31, 1977. Effective September 1, 1977, an allowance shall be paid beyond the regular grid salary to a teacher who is presently in the employ of the Board and who commences to teach, between September 1, 1977 and February 1, 1978, in a special area:

Speech Correction	\$824
Learning Disabilities	824
Auditorily Impaired	824
Orthopaedic	824
Limited Vision	824
Opportunity	824
Hospital	824
Itinerant (Homebound)	824
English as a Second Language/Dialect	824

Trainable Retarded	824
Community Facilities Classes	824
Gifted Classes	824

(ii) For a teacher who enters the employ of the Board after August 31, 1977 and commences to teach in a special area as specified in sub-section (i), or for a teacher who is on staff on or before June 30, 1977 and who is assigned after February 1, 1978 to teach in a special area, the following certificate allowance shall be paid beyond the regular grid salary:

- \$571 — elementary certificate in Special Education, or English as a Second Language/Dialect.
- 571 — intermediate certificate in Special Education, or English as a Second Language/Dialect.
- 824 — specialist certificate in Special Education, or English as a Second Language/Dialect.

11.01 Amend to read:

An allowance beyond the regular grid salary shall be paid to a teacher (excluding Principals, Vice-Principals and Co-Ordinators) in a special area as follows:

Reading Assistants/Learning Resource Teachers (LRTS/GLRTS)	\$824
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Teachers teaching in more than one school (other than Assistants to the Principal, teachers of French and itinerant teachers of physical education and of music, and Reading Assistants.)	\$191
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11.03 Amend to read:

A teacher of either Industrial Arts or Family Studies whose level placement is Level 1, 2 or 3 shall be paid an allowance beyond the regular grid salary as follows:

- (i) \$380 per annum while teaching that subject,
- (ii) an additional \$253 per annum if holding the Intermediate Certificate in Industrial Arts or an additional \$634 per annum if holding the Specialist Certificate in Industrial Arts.

11.04 Special Assignment Teachers

The term of the special assignment shall normally be for a period of up to ten school months, but may be extended by mutual consent of the teacher and the Board.

The teacher shall be paid the greater of:

(a) the teacher's current rate of salary plus allowance,

OR

(b) the teacher's grid salary rate under Article 8 plus a monthly allowance of \$119.

ARTICLE 12 — ALLOWANCES FOR DEGREES AND DIPLOMAS**12.01 Amend to read:**

If a recognized post graduate degree is not used for category placement, an allowance shall be paid beyond the regular grid salary to a teacher who holds such a post graduate degree in accordance with the following schedule:

- (i) \$726 per annum for the first such post graduate degree, and
- (ii) an additional \$604 per annum for a second such post graduate degree.

This allowance shall be limited to two degrees and shall be paid effective from the first day of the month following registration of the degree with the Board. This allowance shall not apply to Principals and Vice-Principals of Elementary Schools, Principals of Trainable Retarded Schools, Co-Ordinators, Area Supervisors and Programme Leader — Staff Development.

12.02

An allowance of \$362 per annum, beyond the regular grid salary, may be paid to a teacher who holds one of the following diplomas: A.R.C.T., A.T.C.M., A.O.C.A., or C.M.A., on the recommendation of the Director and Superintendent, providing that the diploma is not used for level placement. This allowance shall be paid effective from the first day of the month following registration of the diploma with the Board. This allowance shall not apply to Principals and Vice-Principals of Elementary Schools, Principals of Trainable Retarded Schools, Co-Ordinators, Area Supervisors and Programme Leader — Staff Development.

ARTICLE 13 — EMPLOYEE BENEFITS**13.01 (i) Amend to Read:**

The Board shall contribute 100% of the premium Cost during the lifetime of the Agreement of the following plans:

O.H.I.P.

Semi-Private Hospital Care

Extended Health (Vision Care up to \$150 every two years)
(Hearing Aids - \$500 every five years)

Basic Group Life Insurance (up to \$50,000 coverage)

NOTE: Vision Care to include reference re prescription safety glasses for science, technical, art and physical education teachers.

(iii) New:

If a teacher is absent due to illness or disability and off the active payroll in excess of six (6) months, then the teacher shall be responsible for paying in advance the full cost of any premiums for coverage under O.H.I.P., Semi-Private Hospital Care, Extended Health, Group Life Insurance and Dental.

13.02 Delete reference to (G422)**13.04 Amend to read:**

Under the present Group Life Insurance Plan teachers shall pay the full premium cost for Optional Dependent's Group Life Insurance — \$20,000 - spouse; \$5,000 - each dependent child.

13.06 Retirees Group Life Insurance - Amend to Read:

A member who retires before the compulsory retiring age and who receives an immediate pension from the Teachers' Superannuation Commission shall have the option of retaining a \$10,000 life insurance policy until the age of 65. The policy shall not include disability coverage. The member who so elects such a policy shall pay the full amount of the premium, based on the same premium rate as for the basic plan, annually in advance, otherwise the member's coverage shall be cancelled.

13.09 (i) Dental Plan — Amend to read:

Effective September 1, 1989, the Board shall contribute 100% of the premium cost for full-time teachers based on the 1989 O.D.A. rate schedule of the Dental Plan (covered services - Basic Services, Endodontics and Periodontal). The Board's premium contribution for a part-time teacher shall be pro-rated in the same proportion that the part-time timetable bears to a full-time timetable, with the teacher contributing the remainder through payroll deduction. The plan shall reimburse a claimant 75% of the cost of the insured services under the Dental Plan (based on the 1989 O.D.A. rate schedule). Newly hired teachers and teachers returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the plan.

(ii)

Effective January 1, 1990, the plan shall reimburse a claimant 90% of the cost of the insured services of Basic Services and 75% of the cost of the insured services of Endodontics and Periodontal (based on the 1989 O.D.A. rate schedule)

13.10

A member who retires before the compulsory retiring age and who receives an immediate pension from the Teachers' Superannuation Commission shall have the option of retaining coverage at the member's own cost under the Dental, Semi-Private Hospital Care and Extended Health Plans of Article 13 under the following conditions:

- (i) The member must elect to retain coverage within 31 days of retirement date, otherwise coverage shall be cancelled.
- (ii) If the member withdraws from coverage at any time prior to age 65, the member shall be ineligible to re-enrol in coverage.
- (iii) Coverage shall remain in effect until age 65 if a member so elects.
- (iv) The member shall pay to the Board in advance the full annual premium cost of the coverage; otherwise the coverage will be cancelled.
- (v) The benefits under the Extended Health Plan for a retiree shall be limited to \$15,000 during the entire period of the member's coverage under this Article 13.10.

ARTICLE 20 — WORKING CONDITIONS**20.02 (i) Amend to Read:**

Effective October 1st, the city-wide average class size, by division shall not exceed:

1. Primary	24.75
2. Junior	26.15
3. Intermediate	27.5

20.04 Amend to Read:

(ii) Effective September 1, 1989, the Board shall provide each part-time teacher teaching half-time or more with 75 minutes per week, averaged out over the school year, of release time for the purposes of preparation and planning.

**REPORT OF THE
SPECIAL MEETING OF THE
PERSONNEL AND ORGANIZATION COMMITTEE**

Present: W. Hicks (Chairman); Trustees Baskin, Mulholland, Paquin, Van Horne and Clarke.

Not Present: Trustees Johnston and R. Stewart.

Also Present: Trustees Allen, Barker, Bishop, Cunningham, Deans, Detwiler, Desmarais, Kennedy, Korz, Lowe, Penner, Rogers and A. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), J. Forrester (Superintendent of Schools, Area One), F. Kelly (Superintendent of Schools, Area Two), R. Binns (Superintendent of Schools, Area Three), P. Gillie (Superintendent of Schools, Area Four), D. Rothwell (Superintendent of Schools, Area Five), R. Lavoie (Superintendent of Schools, French as a First Language), R. Kawai (Superintendent of Information Management Services), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

1. That the following recommendation of the Director of Education be approved as presented to the members.

(a) That the request of Frank Kelly, Superintendent of Schools, for a Release of Contract, effective 1989 07 31, be granted with regret.

Respectfully submitted,

Board Room,
1989 06 29.

W. HICKS,
Chairman.

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1989 06 29.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart and Van Horne.

Officials Present: Messrs. K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), J. Forrester (Superintendent of Schools, Area One), F. Kelly (Superintendent of Schools, Area Two), R. Binns (Superintendent of Schools, Area Three), P. Gillie (Superintendent of Schools, Area Four), D. Rothwell (Superintendent of Schools, Area Five), R. Lavoie (Superintendent of Schools, French as a First Language), R. Kawai (Superintendent of Information Management Services), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The special meeting of the Board was called to order to consider the report of the special meeting of the Personnel & Organization Committee.

ELEMENTARY/SECONDARY

Moved by Mr. Hicks, seconded by Miss Cunningham: That the Elementary/Secondary Part of the Report of the Special Personnel & Organization Committee be adopted as presented. Carried.

Chairman Clarke asked the trustees to join her in wishing Superintendent Frank Kelly all the best as he goes to the Haldimand County Board of Education as their Director of Education. While sorry to see him leave, Mrs. Clarke was confident that he would do a fine job with the experience gained from his years with the Hamilton Board.

The meeting then adjourned.

Adopted as presented.

Chairman.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1989 07 20.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Shewfelt (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum and Special & Educational Services), Orlando (Superintendent of Plant), Sinclair (Superintendent of Human Resources), Kawai (Superintendent of Information Management Services), Binns (Superintendent of Schools, Area 3), Lavoie (Superintendent of Schools, French as a First Language), Ms. Rappolt (Assistant Superintendent, Curriculum), and Mrs. Rogers (Assistant to the Secretary).

A moment of silence was observed for the late Gary Barker, a teacher at Parkview Secondary School, and the late C. Earl Lewis, a recently retired Secondary School Principal.

The minutes of the last regular meeting of 1989 06 15 and special meetings of 1989 06 19 and 1989 06 29 were adopted as presented.

A letter from Alderman Agostino requesting Trustee representation on the Regional Health and Safety Committee's AIDS Prevention Task Force, a reply from Dr. Watson that Hamilton's presentation to the Ministerial Inquiry on Religious Education has been scheduled for Tuesday, 1989 10 03 in St. Catharines, and a response from MPP Collins re Bill 20 were read to the members. A reply from Premier Peterson re education funding was attached to the agendas.

Moved by Ms. Stewart, seconded by Mrs. Van Horne: That Trustee Bob Stewart be the Hamilton Board of Education's representative on the Regional Health and Safety Committee's AIDS Prevention Task Force. Carried.

The other communications were ordered received and filed.

Committee reports were presented as follows:

Development Committee, regular and special —
Mr. Allen

Operations Management Committee, regular
and special — Miss Cunningham

Personnel & Organization Committee — Mr. Hicks
Salary Committee — Mrs. Van Horne

Moved by Mr. Allen, seconded by Mr. Kennedy: That the General Part of the Report and Special Report of the Development Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the General Part of the Report and Special Report of the Operations Management Committee be adopted.

Mr. Orlando, in response to Trustee Korz' question, said that the approved budget for Norwood Park Elementary School renovations was \$600,000. He expects the total project will cost between \$450-470,000.

The motion was put to a vote and was Carried.

Moved by Mr. Hicks, seconded by Miss Cunningham: That the General Part of the Personnel & Organization Committee be adopted. Carried.

The Chairman stated that the Report of the Salary Committee would be discussed in an in-camera session at the conclusion of the public portion of the meeting.

Trustee Bishop presented the Annual Report of the Special Education Advisory Committee and thanked the Board for its support of this committee's motions throughout the past year.

Trustee Bishop then displayed an award given to the Hamilton-Wentworth Municipality for its involvement and work in education and pointed out that Hamilton was a recipient because of its school boards' policies on integrated schools.

Mrs. Clarke agreed that the educational institutions in Hamilton-Wentworth should be proud of this Award.

Trustee Baskin commended Mrs. Bishop on SEAC's Annual Report and felt she should be recognized for her contribution to education in Hamilton.

Trustee Korz spoke about the Co-operative Education International Conference to be held in Hamilton from 1989 08 28 to 1989 09 01. In highlighting the International aspect of the event, he encouraged all trustees to represent this Board by registering and attending part or all of the Conference.

Moved by Mr. Penner, seconded by Mr. Korz: That when this Board adjourns, it stand adjourned until the September meeting unless called for a special meeting by the Chairman. Carried.

FRENCH LANGUAGE SECTION

Presentation of the Report of the French Language Section — Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Notes of thanks were received from the Ecstedy, Williams and MacMillan families for the Board's expression of sympathy, from Elizabeth Boyd for the Board's retirement gratuity and from Leona Paulson and May Nugent for the Board's Retirement Reception. These were ordered received and filed.

Moved by Miss Cunningham, seconded by Miss Detwiler: That the Elementary/Secondary Part of the Re-

port of the Operations Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Ms. Stewart: That the Elementary/Secondary Part of the Report of the Personnel & Organization Committee be adopted.

Trustee Deans declared a possible conflict of interest and stated she would not be discussing nor voting on this Report. The motion was then Carried.

The Board members supported Trustee Baskin's request to withdraw her Notice of Motion, presented at the June Board meeting, regarding the Community School Computers.

Chairman Clarke, on behalf of the Board, congratulated the 252 graduate students in our schools who received over 80% in their studies.

The Board then went in-camera to discuss the Report of the Salary Committee. The following two motions resulted:

Moved by Mrs. Van Horne, seconded by Canon Rogers: That the General Part of the Report of the Salary Committee, amended to be effective 1989 07 01 be adopted. Lost.

Moved by Mr. Hicks, seconded by Miss Cunningham: That, subject to agreement with the Branch Affiliates, the position of Consultant of Adult and Continuing Education be paid \$3,000.00 for the summer employment; that a study be conducted by the officials on the structure of the Adult and Continuing Education/Adult Learning Centres areas with a report to be presented to the Personnel and Organization Committee. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

REPORT OF THE SALARY COMMITTEE

Present: Trustee M. Cunningham (Chairman-ProTem); Trustees Clarke, Johnston and Kennedy.

Officials Present: P. Beveridge (Superintendent of Curriculum, Special and Educational Services), B. Sinclair (Superintendent of Human Resources), R. Kennedy (Assistant Superintendent of Staffing), J. McLeish (Manager, Collective Bargaining), D. Russon (Personnel Analyst), V. Meli (Collective Bargaining Analyst).

The Committee recommends:

GENERAL

Clause 1. (a) amended and defeated at Board.

1. That the following recommendation regarding the position of Co-ordinator, Adult Learning Centres be approved:

(a) That subject to agreement with the Branch Affiliates, the position of Consultant of Adult and Continuing Education be reclassified to that of Co-ordinator of Adult Learning Centres effective September, 1989 and with salary according to schedule.

Respectfully submitted,

MARGARET CUNNINGHAM,
Chairman - ProTem.

Committee Room,
1989 06 13.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Barker, Baskin, Deans, Hicks, Kennedy, Korz, Mulholland, Paquin, A. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), J. Forrester (Superintendent of Schools, Area One), F. Kelly (Superintendent of Schools, Area Two), R. Binns (Superintendent of Schools, Area Three), P. Gillie (Superintendent of Schools, Area Four), D. Rothwell (Superintendent of Schools, Area Five), R. Lavoie (Superintendent of French as a First Language), R. Kawai (Superintendent of Information Management Services), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations from the report of the officials "Accommodation 88-89: A Second Report" be approved:

(a) That the proposed renovation program for Centennial School, Phase 2, proceed as planned (\$2,080,000).

(b) That a four room addition be built at A. M. Cunningham School for occupancy in September, 1990 (\$900,000).

(c) That Comley School remain available for interim use as accommodation needs are monitored and addressed during the 1989-91 period.

(d) That development in the Lincoln M. Alexander area be monitored through the 1989-90 period and that recommendations for an addition be made in the 1990 Accommodation Report (\$1,300,000).

(e) That two additional portables be placed at Pauline Johnson School effective September, 1989 (\$6,000).

(f) (i) That a new junior elementary school for 500 students together with daycare facilities be constructed in Block 87 (Barnstown Neighbourhood) to open in January, 1991 (\$4,972,000 including daycare facilities).

(ii) That the Superintendent of Plant recommend an architect as soon as possible.

(g) (i) That cost estimates be determined for building modifications and subsequent accommodation impact of locating the program at the following schools for the relocation of Vincent Massey School students:

- Sir Winston Churchill Secondary School
- Delta Secondary School
- Sherwood Secondary School through the utilization of Sherwood Heights Elementary School as a campus for the secondary school.

(ii) That cost estimates be reported for recommendation in October, 1989.

(h) (i) That the schedule of renovation for Peace Memorial School remain (\$451,000).

(ii) That the Superintendent of Plant recommend an architect as soon as possible.

(i) That patterns and trends continue to be monitored throughout the fall of 1989 in order to determine the implications for both accommodation and transportation in utilizing the northern tier schools for junior and middle school programs. These implications are to be reported in the next Accommodation Report.

(j) That the following recommendation be deleted:

That Barton and Hill Park be reviewed through the Plant Department in the fall of 1989 in order to make recommendations for a concurrent renovation plan to span 3 to 5 years, to be included in the next Accommodation Report.

(k) (i) That a four room addition be built onto James MacDonald School for occupancy in September, 1991 at a cost of \$1,000,000.

(ii) That the Superintendent of Plant be authorized to recommend the services of an architect at the appropriate time.

(l) (i) That a new junior elementary school for 500 students together with daycare facilities be constructed in Block 72 (Gurnett neighbourhood) with occupancy for September, 1991 (\$5,300,000 exclusive of daycare facilities).

(ii) That the Superintendent of Plant be authorized to recommend the services of an architect as soon as possible.

(m) That Briarwood Secondary School close as a vocational facility in June of 1990.

(n) That Parkview Secondary School become a co-educational facility in September, 1990.

(o) That students of Briarwood Secondary School be relocated to Delta, Parkview or Ainslie Wood according to their program choices.

(p) That the Secondary School Study Committee incorporate the Caledon-Crestwood study in its deliberations and report to the Accommodation Committee prior to the presentation of the 1990 Accommodation Report.

Respectfully submitted,

Board Room,
1989 06 29.

MARGARET CUNNINGHAM,
Chairman.

ADDENDUM

The following motion was considered at the June meeting of the Special Operations Management Committee and was LOST:

1. That the following recommendation be deleted: That patterns and trends continue to be monitored throughout the fall of 1989 in order to determine the implications for both accommodation and transportation in utilizing the northern tier schools for junior and middle school programs. These implications are to be reported in the next Accommodation Report.

**REPORT OF THE
FRENCH LANGUAGE SECTION
Eighth Report**

Present: Mr. H. Paquin (Chairman); Trustees Barker and Desmarais.

Also Present: Trustee Clarke.

Officials Present: R. Lavoie (Superintendent of Schools - French as a First Language); G. Rutledge (Controller).

The Section recommends:

1. That the following recommendation of the Director of Education be approved:

(a) That the following teachers be transferred to the Permanent Staff effective 1989 09 01, with salaries according to schedule:

Lorraine Currie
Brigitte Fiorino
Michelle Lapointe

2. That the report on "Assignment of Revenues - 1989 Estimates" be received for information.

3. That when this Section adjourns, it stand adjourned until the September meeting unless called for a Special Meeting by the Chairman of the Section.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1989 07 04.

REPORT OF THE DEVELOPMENT COMMITTEE

Eighth Report

Present: Mr. B. Allen (Chairman); Trustees Barker, Deans, Kennedy, Korz, A. Stewart and Clarke.

Also Present: Trustees Bishop, Cunningham, Detwiler and Rogers.

Officials Present: K. A. Rielly, Director of Education and Secretary; A Stockwell, Associate Director of Education; P. Beveridge, Superintendent of Curriculum, Special and Educational Services; P. Shewfelt, Superintendent of Finance and Treasurer; R. Kawai, Superintendent of Information Management Services; R. Binns, Superintendent of Schools - Area 3; D. Rothwell, Superintendent of Schools - Area 5; G. Rappolt, Assistant Superintendent of Curriculum; J. Yurkiw, Assistant Superintendent of Special Services.

The Committee recommends:

GENERAL

1. That the following recommendation from the Progress Report, Westmount 1990, be approved:

(a) That a grant application in the amount of \$100,000.00 to the Ministry of Education of Ontario for the purpose of determining and examining the ways in which technology can help to individualize instruction at the secondary school level, covering the period between 1989 04 01 to 1990 06 30, be approved, at no cost to the Board.

2. That the Progress Report on the I.B.M. Microcomputer Music Project be received for information.

3. That the Progress Report on Outdoor Education, Grades 6 - O.A.C. be received for information.

4. That Ontario Public School Boards' Association Updates be included as a monthly item on the Development Committee Agenda.

5. That the following recommendation from the Proposal for a Literacy Centre be approved:

(a) That the Director, as co-ordinator of the partnership, be granted permission to negotiate a proposal with the Ministry of Education requesting financial support for the development of a Centre For Improvement of Community Literacy. The other partners will be:

- The Wentworth County Board of Education
- The Hamilton-Wentworth Roman Catholic Separate School Board
- Mohawk College of Applied Arts and Technology, and
- IBM Canada Ltd.

6. That when this Committee adjourns, it stand adjourned until the September meeting unless called for a Special Meeting by the Chairman of the Board.

Respectfully submitted,

BERT ALLEN,
Chairman.

Board Room,
1989 07 06.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
Eighth Report**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Barker, Deans, Hicks, Kennedy, Korz and Van Horne.

Officials Present: A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), R. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), G. Rappolt (Assistant Superintendent of Curriculum), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the verbal Report re Applicable Grants for asbestos substance removal be received for information.

2. That the Superintendent of Plant direct that all weed spraying and fertilizing be undertaken outside of the hours of 8:30 a.m. to 4:30 p.m. when students are not occupying our buildings.

3. That the Update report: Waterloo Smoking Prevention Project be accepted for the purpose of information only.

4. That the following recommendation of the Director of Education be approved:

(a) That effective 1989 09 01, the registration fee for general interest courses be increased from \$1.50 per hour to \$1.70 per hour.

5. That the report on the Investment of Short Term Funds be received for information.

6. That the report on Cash Flow be received for information.

7. That a decision on the Correspondence from Hastings County Board of Education re Occupant Load - Public Assembly

Areas be postponed until September and, in the intervening time, the Superintendent of Plant or appropriate staff contact the Hastings County Board and seek clarification on the meaning and intent of their resolutions.

8. That the following recommendations regarding the 1990 Proforma Budget be approved:

- (a) That the 1990 Proforma Budget be received for information.
- (b) That the Proforma Budget be presented once a year in July.

9. That the Board of Education for the City of Hamilton request the Ontario Public School Boards' Association to consider the organization of some co-ordinated protest over the recent Government actions which have led to increased costs for Boards of Education.

10. That the following recommendations regarding the Driver Education Program be approved:

(a) That the Board of Education for the City of Hamilton assume responsibility for the in-class portion of Driver Education, effective 1989 09 01 at no cost to the Board.

(b) That the supervision of the in-class portion of Driver Education be assigned to the Continuing Education Department.

(c) That the in-car portion of Driver Education be tendered prior to 1989 09 01.

11. That the Report of the Adult Co-operative Education Program, Sir Winston Churchill Secondary School, be received for information.

12. That a contract be awarded for the construction of Sir Wilfrid Laurier School to Martin-Stewart Contracting Ltd., in the amount of \$6,596,900.00 and that a contingency fund be provided in the amount of \$330,000.00.

13. That a contract be awarded for the renovations of Norwood Park Elementary School to G. S. Wark Limited in the amount of \$308,800.00 and that a contingency fund be provided in the amount of \$30,000.00.

14. That the following recommendations regarding tenders for a Six Room Addition, R. A. Riddell School be approved:

(a) That the Superintendent of Plant be authorized to have the Architect proceed with working drawings and tendering for a six room addition to R. A. Riddell School at an estimated cost of \$1,200,000.00, as per the sketch plans.

(b) That pursuant to the provisions of Part VIII, Section 208, sub-section 1, of the Education Act, the Superintendent of Finance and Treasurer be authorized to make application to the Ontario Municipal Board for approval to issue debentures for the estimated cost of this project for a period not to exceed twenty (20) years.

(c) That the Superintendent of Finance and Treasurer be authorized to make application to the Regional Municipality of Hamilton-Wentworth to issue debentures for the estimated cost of this project for a period not to exceed twenty (20) years.

15. That the Superintendent of Plant be authorized to spend up to \$500,000.00 in addition to the \$270,000.00 previously authorized for asbestos control work during the balance of 1989 and that he be authorized to tender and award contracts where required to complete as much work as possible before school opening in September.

16. That the repayment period of debentures issued for the net cost of renovations to Albion School be amended to a period not to exceed twenty (20) years.

17. That the Report of the Transportation Committee be received for information.

18. That the following Report of the Special Education Advisory Committee be approved:

(a) That the SEAC committee endorses the Draft document, Towards Race Relations and Ethnocultural Equity — A Working Paper.

(b) That the Annual Report, as amended, be accepted.

19. That the following Report of the Communications Advisory Committee be approved:

(a) That the following Committee Updates be accepted as read:

Staff Public Relations
School Level Public Relations
Media Sub-Committee
Evaluation Committee

20. That when this Committee adjourns, it stand adjourned until the September meeting unless called for a Special Meeting by the Chairman of the Board.

ELEMENTARY/SECONDARY

1. That the following recommendation of the Director of Education be approved:

(a) That a Sir Allan MacNab, Grade 10 student, be permitted to attend a Yearbook Editors' Conference, in North Bay, 1989 08 06-11 (Sunday to Friday).

Respectfully submitted,

MARGARET CUNNINGHAM,
Chairman.

Board Room,
1989 07 11.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
Eighth Report**

Present: Mr. W. Hicks (Chairman); Baskin, Mulholland, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Allen, Barker, Bishop, Cunningham, Deans Detwiler, Kennedy, Lowe and Penner.

Officials Present: A. L. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum and Special & Educational Services), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), R. Kennedy (Assistant Superintendent, Staffing), G. Rappolt (Assistant Superintendent, Curriculum), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation relative to a Trustee Benefit Package be approved:

(a) That effective 1989 09 01 the Hamilton Board offer a benefit package, at group rates, to elected members of the Board who wish coverage. The cost of the benefit package shall be borne by the elected member and shall remain in effect while the member serves on the Board up until age 65.

2. That the recommendations of the Director of Education be approved as presented to the members:

(a) That Sharon Fair be appointed to the position of Safety Technician, (Administrative Category 24 (under review) (maximum \$28,885 per annum), for a two year term, effective 1989 07 24 to 1991 07 23, with salary according to the salary schedule.

(b) That Brian Seamans be appointed to the position of Consultant (Section 25 Programs), effective 1989 09 01 to 1990 08 31, with salary according to schedule. This appointment is subject to

Ministry of Education funding and shall be reviewed annually. (Position classification approved by Salary Committee 1989 06 13).

(c) That Connie Kidd, Psychological Consultant, be appointed to the position of Program Research Analyst, Research Services Department, Administrative Category 7 (under review) (maximum \$45,410 per annum), effective 1989 09 01, with salary according to the salary schedule (10 month employment).

(d) That Judith Bell be re-appointed to the position of Assistant, Staff Development (Administrative Category 11 - maximum \$39,577 per annum), for a three year term, effective 1989 09 01 to 1992 08 31, with salary according to the salary schedule.

(e) That the resignation of Elizabeth Adam, Cleaning Staff, for the purpose of retirement, effective 1990 01 31, be accepted with regret and that the Board's gratuity be paid.

(f) That the resignation of Jadze Stanaitis, Cleaning Staff, approved at the June meeting, be rescinded, and that her resignation for the purpose of retirement, effective 1989 06 30, be accepted with regret, and that the Board's gratuity be paid.

(g) That the resignation of Gordon Bayliss, Caretaking Staff, for the purpose of retirement, effective 1989 10 31, be accepted with regret, and that the Board's gratuity be paid.

(h) That the resignation of Margaret Copland, Clerical Staff, for the purpose of retirement, effective 1989 08 31, be accepted with regret, and that the Board's gratuity be paid.

(i) That the resignation of Jack Stuart Dell, Caretaking Staff, effective 1989 07 14, be accepted with regret.

(j) That Robert Eydt be confirmed in the position of Education Centre Foreman, effective 1989 06 13.

(k) That Ernest Salmon be confirmed in the position of Manager - Caretaking Services, effective 1989 06 20.

(l) That the following be confirmed in the position of Secondary School Foreman, effective 1989 07 01:

Donald Grasely
James Willson

(m) That Edward Maskell be confirmed in the position of Supervisory Foreman, effective 1989 07 25.

(n) That Gail Tessier be confirmed in the position of Office Assistant - Computers in Education Department, effective 1989 09 01.

(o) That Ingrid Scott, Research Librarian, be promoted to the position of Head Librarian, Dr. Harry Paikin Library (Administrative Category 9 - maximum \$42,826 per annum), with a one year probationary period, effective 1989 07 24, with salary according to the salary schedule.

(p) That Monica Zylowski, Clerical Staff, be promoted to the position of Data Control Clerk, Computer Services Department (Category C - maximum \$452.00 per week), effective 1989 07 04, with salary according to the salary schedule.

(q) That Kathy Adrian, Clerical Staff, be promoted to the position of Buyer Clerk, Purchasing Department (Category C - maximum \$452.00 per week), effective 1989 07 17, with salary according to the salary schedule.

(r) That Patricia Binkley, Clerical Staff, be promoted to the position of Secretary, Assistant Superintendent, Special Services, Category D (under review) (maximum \$495.00 per week), effective 1989 06 19, with salary according to the salary schedule.

(s) That the request of Joan Harrower, Clerical Staff, for a Personal Leave of Absence, effective 1989 09 05 to 1989 12 01, be granted.

(t) That the request of Susan Mawson, Administrative Staff, for a Maternal Leave of Absence, effective 1989 08 14 to 1989 12 08, in accordance with the Employment Standards Act, be granted.

(u) That the following Continuing Education teachers be appointed to the Summer School Staff, effective 1989 07 06 to 1989 08 10, with salary according to the Summer School salary schedule:

Teachers

Barbara Allan
Patricia Barlas
Sharon Bray

Evelyn Brown
Jonathan Brown
Terry Carroll

Arlene Charters
Tim Chatterton
Douglas Clarke
Wendy Cole
Bill Cook
Mark Coull
Ross Davidson
John Diliberto
Alberto DiPietro
Terry Ducarme
James Dunn
Richard Earle
David Evans
Bryan Ferroni
Eleanor Gallagher
Bruce Hall
Paul Hanley
Brian Henderson
Brenda Hennessey
Dale Howlett
Helen Ivancevic
Ken Jackett
Akos Jankura
Alan Jones
Albert Jones
Russell Kempling
Steve Kerr
Chris Kirkpatrick
Marvin Kuehn
Lawrence Kwitco
Christine Lei
Brian MacLean
Malcolm MacPhee
Bill MacPherson
Carl Maida
Robert Marquis
Bob McIvor
Michael McKague
Walt Michalsky
Chris Minnick
Louise Morissey
Norman Murray
Hudson Noel
Mark Novakovic
Douglas Otter

Walter Parsons
Donald Pente
Gordon Phillips
Larry Pitz
Laima Pohl
Michelyn Putignano
Marilyn Richter
Mary Rinas
Nancy Riselay
Ken Robinson
Rob Roy
Michael Sardine
Richard Sauve
Mervin Sergeant
John Sharp
Anna Shkolnik
George Simpson
Robert Simpson
Ed Sober
Peter Spitzer
Wendy Spademan
Warren Sumner
Basdeo Surat
Matthew Sween
John Treen
Beth Unruh
Theodore Vanderputte
Robert Wallace
Brenda Wisborg
Nelly Wong
Al Woytasik
Scott Yager

Subject Co-ordinators

Ted Cole
Robert Gallo
Jeff Nichol

Librarians

Ron Crawford
Mary Ann Jazvac
George Moore

Co-Principals

Selwyn Bhupsingh
Barry Coombe
Leland Currie
Dennis Griffin

Ron Halmos
Don Muirhead
Betty Rolland
Louis Tipoulou

(v) That the appointment John DiLiberto to the position of Administrative Assistant to the Office of the Superintendent of Curriculum, Special and Educational Services, effective 1989 09 01 to 1991 08 31, with salary according to schedule, be approved.

(w) That the appointment of William Ferris to the position of Administrative Assistant to the Director's Office, effective 1989 09 01 to 1991 08 31, with salary according to schedule, be approved.

(x) That Dianne Osmond be appointed to the probationary Clerical Staff (Category A-B - maximum \$402.00 per week), effective 1989 07 17, with salary according to the salary schedule.

(y) That the following be appointed to the Caretaking and Maintenance Staff, on three month's probation, effective as shown, with wage rate according to the Collective Agreement:

Peter Beasley, 1989 07 17

Diana Chaston, 1989 06 07

(z) That the employment schedule for Patricia Squire, Psychological Consultant, be increased from .2 to full-time, effective 1989 09 01 (10 month employment).

(aa) That Richard Hazell be appointed to the position of Software Technician, Computers in Education Department, Administrative Category 21 (under review) (maximum \$31,733 per annum), with a one year probationary period, effective 1989 07 31, with salary according to the salary schedule.

(bb) That Lucy Veerman be appointed to the position of Budget Manager (Administrative Category 4 - maximum \$56,147 per annum), with a one year probationary period, effective 1989 08 28, with salary according to the salary schedule.

(cc) That Diane Knight, Clerical Staff, be promoted to the position of Senior Insurance Clerk, Property and Insurance Department (Category D - maximum \$495.00 per week), effective 1989 08 08, with salary according to the salary schedule.

(dd) That the resignation of Jean Cutbill, who is retiring on Superannuation, effective 1989 08 31, be accepted with regret and that she receive the Board's gratuity.

3. That the second quarterly Personnel Training Report for 1989 be approved as presented to the members.

4. That the following Report of the Affirmative Action Committee be approved:

(a) That the Update: Job Experience Project be received for information.

(b) That the Report on the Applicant Tracking Project be received for information.

(c) That the Revised Harassment Policy be accepted as presented to the members.

(d) That the Report on the Career Path Projects be received for information.

5. That the Report on Teacher Recruitment be received for information.

6. That when this Committee adjourns, it stand adjourned until the September meeting unless called for a Special Meeting by the Chairman of the Board.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented to the members:

(a) That the following teachers be appointed to the Probationary Staff, effective 1989 09 01, with salary according to schedule:

Joanne Aucoin (elementary)

Elizabeth Berneche (elementary)

John Blackmore (elementary)

Faith Bland (elementary)

Sharon Bray (secondary)

Dzintra Bush (elementary)

Linda Chenoweth (elementary)

Gary Compton (elementary)

Cindy Cosentino (elementary)

Jeffrey Deans (elementary)

Sandra Dunsdon (elementary)
Susann Durst (elementary)
Frances Elliott (.5) (elementary)
Mark Forsyth (elementary)
Danae Fraser (elementary)
Robert Fraser (secondary)
Thomas Fright (elementary)
Leslie Grant (elementary)
Sandra Hodson (secondary)
L. Kim Hutt-Taylor (secondary)
Harland Izatt (elementary)
Patricia Jessop (elementary)
Margaret Leitch (elementary)
J. Scott Lowrey (elementary)
Susan MacDonald (elementary)
Shirley MacDougall (elementary)
Elizabeth McQueen 4/6 (both Sem. 1 & 2)(secondary)
Gus Mihailovich (elementary)
Patricia Murrell-Wright (elementary)
Marjorie Nelson (elementary)
Nancy Niessen (elementary)
Charlotte Reed (.5) (elementary)
Sharon Roth (secondary)
Jeanine St. Pierre (elementary)
Aleida Sanderson-Bagchus (secondary)
David Sawatzky (elementary)
Paula Scott (secondary)
Theresa Simmons (elementary)
Darlene Smith (elementary)
Janice Spring (elementary)
Janice Stickle (.5) (elementary)
Annette Tonogai (elementary)
Ursula Vander Ploeg (elementary)
Ronald Vine (elementary)
Mary Beth Wheeler (.5) (elementary)
Suzanne Williamson (elementary)

(b) That the appointment of Brian Buck to the Probationary Staff, effective 1989 09 01, approved at the June Meeting, be rescinded (elementary).

(c) That Maelly Lew be appointed to the Occasional Staff, effective 1989 05 04 to 1989 06 06, with salary according to schedule (secondary).

(d) That the appointment of Wanda Lane, Consultant (Special Education - Area 1), be extended, effective 1989 09 01 to 1991 08 31.

(e) That the following be appointed to the probationary Secondary School Clerical and Secretarial Staff (Level 1 - maximum \$401.88 per week), effective as shown, with salary according to the Collective Agreement:

Donna Beattie, 1989 07 17

Theresa Thornton, 1989 07 04

(f) That the resignation of Nancy Meyer, who retired on superannuation, effective 1988 12 31, be accepted with regret (elementary).

(g) That the resignation of Susan Wojcicki, Secondary School Clerical and Secretarial Staff, effective 1989 08 18, be accepted with regret.

(h) That the resignation of Kathleen Cline, Elementary School Clerical and Secretarial Staff, approved at the June meeting, be rescinded, and her resignation for the purpose of retirement, effective 1989 06 29, be accepted with regret, and that the Board's gratuity be paid.

(i) That the resignation of Catherine Gumbert, Educational Assistant - Lunchroom Program, effective 1989 05 30, be accepted with regret.

(j) That the resignation of Patricia MacDonald, Elementary School Clerical and Secretarial Staff, effective 1989 06 14, be accepted with regret.

(k) That the resignation of Sharron Ciannavei, Educational Assistant Staff, effective 1989 06 29, be accepted with regret.

(l) That the requests for release of contract from the following teachers, effective 1989 08 31, be accepted with regret:

Susan Bradley (elementary)

Sandra Katz (secondary)

Trevor Leslie (elementary)

Penelope Mitton (elementary)

Stella Needham (elementary)

(m) That Lynne Morris be confirmed in the position of Elementary School Secretary, effective 1989 09 01 (10 month employment).

(n) That Bonnie Robertson be confirmed in the position of Administrative Assistant - Secondary Schools, effective 1989 09 01.

(o) That the following teachers be promoted to the position of Acting Head of Department, effective 1989 09 01, with salaries according to schedule:

Elaine Crawford (Business)

Karin Eckart (Languages)

Gordon Richardson (Physical and Health Education)

Marylyn Richter (ESL/D)

(p) That the following teachers be promoted to the position of Acting Assistant Head of Department, effective 1989 09 01, with salaries according to schedule:

Kenneth Hayashi (Guidance)

David Henderson (Languages)

John Paul Morrison (English)

Michael Sampson (Technical)

(q) That the promotion of Terese Gallagher to the position of Consultant (Middle School - Area 1), approved at the June Meeting, be changed to Consultant (Junior Middle School - Area 1), on an acting basis, effective 1989 09 01.

(r) That Norma Rookwood, Clerical Staff, be promoted to the position of Elementary School Secretary (Category C - maximum \$452.00 per week), effective 1989 08 21, with salary according to the salary schedule (10 month employment).

(s) That Carol Verebelyi, Elementary School Clerical and Secretarial Staff, be promoted to the position of Elementary School Secretary (Category C2 - maximum \$468.00 per week), effective 1989 08 21, with salary according to the salary schedule (10 month employment).

(t) That the following Elementary School Clerical and Secretarial Staff, be promoted to the position of Elementary School Secretary (Category C - maximum \$452.00 per week), effective

1989 08 21, with salary according to the salary schedule. (10 month employment):

Paula Doucet
Dianne Hollick

(u) That Sharon Fisher, Clerical Staff, be promoted to the position of Administrative Assistant – Secondary Schools (Administrative Category 17 – maximum \$35,588 per annum), with a one year probationary period, effective 1989 07 17, with salary according to the salary schedule.

(v) That the following teachers be transferred to the Permanent Staff, effective 1989 09 01, with salaries according to schedule:

Lori Acciaroli (elementary)	Eduardo Cordero (secondary)
Diane Aitken (elementary)]	Terri-Ann Crewson (elementary)
Barbara Allum (elementary)	Anne DeClara (elementary)
Linda Arndt (elementary)	Marilyn dePass (elementary)
Alexandra Aziz (secondary)	Irene Dewar (elementary)
Marianne Bailey (elementary)	Laura Dowling (secondary)
Paul Barber (secondary)	Norma Ducau (secondary)
Bruce Barrett (elementary)	Kenneth Durkacz (secondary)
Karen Barrett (secondary)	Edward Early (elementary)
Theresia Bauer (elementary)	Darlene Elliott (elementary)
Sarah Beaven (elementary)	Mary Kathryn Evans (elementary)
Jennifer Beavers (elementary)	Nancy Fernihough (elementary)
George Behr (elementary)	Carolyn Foreman (elementary)
Tammy Biggs (secondary)	Barbara Francis (elementary)
Gysele Blais (elementary)	Gwenn French (secondary)
Pierre Blais (elementary)	Vaso Gajic (secondary)
Celia Borges (secondary)	Nancy Gerstenberger (elementary)
Laura Boyd (elementary)	Simone Goldsmith (elementary)
Kathryn Brink (elementary)	Katheryn Goodin (elementary)
Susan Brooker (elementary)	Katherine Goodwin (secondary)
Marissa Bucci (elementary)	Cynthia Grau (elementary)
Robert Carle (elementary)	Ruth Greedan (elementary)
Janet Carmichael (secondary)	Paula Griffin (secondary)
Jeanne Carson (elementary)	Barbara Griffith (elementary)
Timothy Chatterton (secondary)	Karen Hahn (elementary)
Joanne Cheyne (elementary)	Richard Hart (elementary)
Jo-Ann Christian (elementary)	Judith Haskell (elementary)
Paul Clarke (secondary)	William Hazell (elementary)
Anita Condari (elementary)	Julia Herron (elementary)
Marjorie Cooke (elementary)	Francesca Hill (elementary)

Douglas Holmes (secondary)	Sharon O'Halloran (elementary)
Deborah Horvath (elementary)	Leslie Peters (elementary)
Helen Hubar (elementary)	David Phillips (elementary)
Marilyn Ialungo (elementary)	Laima Pohl (secondary)
Christine Johnson (elementary)	Elaine Poot (secondary)
Mark Jones (secondary)	Darlene Pryde (elementary)
William Jorritsma (elementary)	Maryellen Reilly (elementary)
Robert Kendall (secondary)	Marylyn Richter (secondary)
Diana Kidd (elementary)	Norma Ridge (elementary)
Linda Kidney (elementary)	Al Ridley (secondary)
Carol Kippers (elementary)	Sonia Rizzato (secondary)
Nancy Kowalchuk (elementary)	Sherry Romaniw (elementary)
Joyce Laidlaw (elementary)	Janet Ross (secondary)
Barbara Lam (elementary)	Michael Sampson (secondary)
Beverley Lasky (elementary)	Elisena Santucci (elementary)
Florence Lewis (elementary)	Tracy Scandlan (elementary)
Mary Lindsay (elementary)	Linda Schultz (elementary)
Sylvie Losier (elementary)	Mary Scime (elementary)
Loretta Lueloff (secondary)	Janice Scott (secondary)
Lynne MacDonald (elementary)	Anne-Marie Scoular (elementary)
Leanne Mackenzie (secondary)	Jean Sedmihradsky (elementary)
Susan MacKrory (elementary)	Lynn Shedden (elementary)
Karen Maerz (elementary)	Clive Shepherd (elementary)
Jean Mah (elementary)	Wendy Sherwood (secondary)
Maria Marazia (elementary)	Lucy Shipman (secondary)
Wendy Martin (elementary)	Gloria Smith (elementary)
Richard Mason (elementary)	Jeanne Soondarsingh (elementary)
Sharon McCarroll (elementary)	Michael Steel (elementary)
Mary McDiarmid (elementary)	Hollis Stephen (elementary)
Mary Colleen McIntyre- deSouza (elementary)	Michael Stock (elementary)
Christine McKinty (secondary)	Kaslurie Surat (secondary)
Judith Meertens (elementary)	Barbara Thoman (elementary)
Terrence Micalleff (secondary)	Linda Tryon (elementary)
Andrea Mozarowski (secondary)	Susan Uberig (elementary)
Janis Muller (elementary)	Irene Vanderlubbe (elementary)
Donna Mulligan (secondary)	David Waud (secondary)
Rhonda Neale (elementary)	Linda Welsh (elementary)
Christine Nesbitt (secondary)	Linda Wilson (elementary)
Paula Newcombe (elementary)	Diane Windsor (elementary)
Patricia Noel (elementary)	David Wishart (elementary)
Linda O'Brien (elementary)	Colleen Wray (secondary)
Thomas Obrien (secondary)	Margaret Young (secondary)

(w) That the following teachers be transferred from the Elementary Panel to the Secondary Panel, effective 1989 09 01:

Joanne Beard
Ghislaine Dean 3/6 (Full Time Sem. 2 Only)
Sandra Hanlon
Lane Hazelwood
Frank Laberto

(x) That the following teachers be transferred from the Secondary Panel to the Elementary Panel, effective 1989 09 01:

Paul Barber Dorothy Borsi

(y) That the following teachers be transferred from the Elementary Panel to the Secondary Panel (Reciprocal), effective 1989 09 01:

Dennis Jutzi	Paul Reble
Samuel McMinn	Maria Rikac-McCarthy
Carolyn Middleton	Karen Tsuji

(z) That the following teachers be transferred from the Secondary Panel to the Elementary Panel (Reciprocal), effective 1989 09 01:

Arlene Charters	Marvin Kuehn
Ann Cook-Petz	Laima Pohl
Randall Gallant	Edward Stodulka

(aa) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Jane Snider, 1989 09 12 to 1990 01 12 (elementary)
Carrie Tyrosvoutis, 1989 09 01 to 1989 12 28 (elementary)

(bb) That the requests of the following teachers for Maternal Leaves of Absence, be granted in accordance with conditions governing Maternal Leave and that these Leaves be followed by Leaves of Absence for Parental reasons, effective as shown:

Laurie Gregory, 1989 07 03 to 1990 08 31 (elementary)
Martha MacDonald, 1989 09 01 to 1990 08 31 (elementary)

(cc) That the requests of the following teachers for Parental Leaves of Absence, effective as shown, be granted:

Brigitte Brockelbank, 1989 09 01 to 1990 08 31 (elementary)

Jane Hashimoto-Banks, 1989 09 01 to 1989 12 31 (elementary)

(dd) That the requests of the following teachers for extensions of their Long Term Disability Leaves of Absence, effective 1989 09 01, be granted:

Margaret Ainsworth

Wendy Giesbrecht

Mary Law

(ee) That the request of Elizabeth D'Angelo for a Personal Leave of Absence, without pay, effective 1990 01 08 to 1990 01 19 be granted (elementary).

(ff) That the request by Sandra Katz for an extension of her Personal Leave of Absence, effective 1989 09 01 to 1990 08 31, granted at the May Meeting, be rescinded (secondary).

(gg) That the request of Stella Needham for a Personal Leave of Absence, effective 1989 09 01 to 1990 08 31, granted at the June Meeting, be rescinded (elementary).

(hh) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective 1989 09 01:

Jutta Busch (elementary)

Linda Charko (.5) (elementary)

Victoria Goettler (.6) (elementary)

Joanne Green (elementary)

Monika Grenville (elementary)

Barbara Griffith (elementary)

Catherine Haggarty (secondary)

Sandra Hanlon (elementary)

Jeannette Hughes (.5) (elementary)

Beverly Kurey (elementary)

Kathy Lenz (elementary)

Sylvia Lennon (secondary)

Laura Manente (.5) (elementary)

Rosemary McShane (elementary)

Alan Moorhead (elementary)

Katherine Pangborn (elementary)

Janice Park (.5) (elementary)

Christine Rees (.5) (elementary)

Peppy Tew (elementary)

Janet Verhaeghe (elementary)
Kathryn Weber (elementary)
Victoria Weekes (secondary)
Dorothy White (4/6 Sem. 1 and 2) (secondary)
Peter Whyte (secondary)

(ii) That the request of Kathy Griffiths, Secondary School Clerical and Secretarial Staff, for a Personal Leave of Absence, effective 1989 07 10 to 1990 07 09, be granted.

(jj) That an exchange between Christine McCulloch (Hamilton Board) and Edward Weins (Halton Board) be extended for a one year period, effective 1989 09 01, in accordance with the Board's Leadership Program (secondary).

(kk) That the request of Brenda J. Little for an overseas exchange with a teacher from Australia for the period 1990 01 01 to 1990 12 31, be approved subject to the condition that a suitable exchange teacher from Australia can be arranged through the Ministry of Education (elementary).

(ll) That Susan Radford, School Social Worker, be employed on a half-time basis, effective 1989 09 01 to 1990 06 30, and that the employment schedule be reviewed annually (10 month employment).

(mm) That the employment schedule for Jennifer Long, School Social Worker, be increased from half-time to full-time, effective 1989 09 01 (10 month employment).

(nn) We regret to announce the death of Gary Barker, teacher, on 1989 06 30.

(oo) That the resignation of Harry Marshall for the purpose of retirement, approved at the March meeting of the Board of Education, be rescinded (secondary).

(pp) That the request of Patricia Bourque, School Social Worker, for a Personal Leave of Absence without pay, effective 1989 09 01 to 1990 06 30, be granted.

(qq) That Gail Belisario be promoted to the position of Consultant (Junior - Area 3), on an acting basis, effective 1989 09 01, with salary according to schedule (elementary).

(rr) That the request of Alyth Mutart for a Personal Leave of Absence in order to serve as Executive Assistant, Federation of Women Teachers' Association of Ontario, effective 1989 09 01 to 1990 08 31, be granted (elementary).

(ss) That the request of Nancy Joudrie for an extension of her Personal Leave of Absence, effective 1989 09 01 to 1990 08 31, be granted (elementary).

(tt) That Stephanie King, Academic Assistant to the Principal at Caledon Secondary School be transferred to Westmount Secondary School, effective 1989 09 01 to 1990 08 31 as an alternative educational experience (secondary).

(uu) That the request of Janet Doslea, Secondary School Clerical and Secretarial Staff, for a Maternal Leave of Absence, effective 1989 09 18 to 1990 01 12, in accordance with the Employment Standards Act, be granted.

2. That the following Requests re "Four Over Five" Plan be approved:

(i) That approval be granted for the request of Martin Cooper to change the date of his Leave of Absence under the Salary Holdback Plan ("Four Over Five"), of the Secondary School Collective Agreement, from the second semester of the 1989-1990 school year, effective 1990 02 01 to 1990 06 30, to the 1992-1993 school year, effective 1992 09 01 to 1993 08 31.

(ii) That approval be granted for the request of Linda Woolfrey-Cooper to change the date of her Leave of Absence under the Salary Holdback Plan ("Four Over Five"), of the Secondary School Collective Agreement, from the second semester of the 1989-1990 school year, effective 1990 02 01 to 1990 06 30, to the 1992-1993 school year, effective 1992 09 01 to 1993 08 31.

(iii) That the Board rescind the leave of absence granted to Charlotte Crouch for the 1990-1991 school year, effective 1990 09 01 to 1991 08 31 and approve her request to withdraw from the Salary Holdback Plan ("Four Over Five").

(iv) That approval be granted for the request of Janice Coulson for a Leave of Absence under the Salary Holdback Plan ("Four Over Five"), for the 1993-1994 school year, effective 1993 09

01 to 1994 08 31, subject to the 1989-1990 Elementary School Collective Agreement.

Respectfully submitted,

WESLEY HICKS,
Chairman.

Board Room,
1989 07 13.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Detwiler, Lowe, Penner and Clarke.

Also Present: Trustees Allen, Barker, Baskin, Deans, Hicks, Kennedy, A. Stewart, R. Stewart and Van Horne.

Officials Present: A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), F. Kelly (Superintendent of Schools — Area Two), R. Binns (Superintendent of Schools — Area Three), P. Gillie (Superintendent of Schools — Area Four), D. Rothwell (Superintendent of Schools — Area Five), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), G. Rappolt (Assistant Superintendent of Curriculum), O. Jackson (Supervisor, Research Services), M. Kilby (Principal, Adult and Continuing Education), D. Kelterborn (Manager, Property and Insurance), E. Hodgins (Manager, Financial Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations from the report of the officials "Accommodation 88-89: A Second Report" be approved:

(a) That a strategic plan for French Immersion in Hamilton be developed by the administration during the 1989-1990 year with an interim report provided by December, 1989.

(b) That the plan be brought to the Development Committee for approval as soon as it can be accurately researched and prepared.

(c) That an adult learning centre be opened as soon as space becomes available in Vincent Massey School (September, 1990).

(d) That the Fairview Adult Learning Centre be relocated at Binkley School when the lease expires in December, 1990, and that the Accommodation Committee make recommendations regarding Fairview in a subsequent report.

(e) That an adult learning centre be opened as part of a school building (Delta or Briarwood), located in the central-east city not later than September, 1990. If Glenview becomes available in June, 1992, we should investigate the possibility of relocating.

(f) That a committee composed of officials and principals be formed to make recommendations regarding the method of calculating school capacity. This committee to forward a report to the trustees in the Director's Accommodation Committee Report in 1990-1991.

(g) That the revised program (Buildings and Renovations) for Adelaide Hoodless be approved and that the Superintendent of Plant be authorized to recommend architects to commence work on the 1990 location at an estimated cost of \$780,000.

(h) That the revised program (Buildings and Renovations) for Peace Memorial be approved and that the Superintendent of Plant be authorized to recommend architects to commence work on the 1990 location at an estimated cost of \$451,000.

(i) That the revised program (Buildings and Renovations) for G. L. Armstrong be approved and that the Superintendent of Plant be authorized to recommend architects to commence work on the 1990 location at an estimated cost of \$341,000.

(j) That the following be received for information:

(i) That approval be given for replacement of the portables at the following schools and that the funds be provided in the 1990 Budget Estimates:

Richard Beasley (3) (#15, 28, 43)

Mountview (2) (#16, 23)

Prince Philip (1) (#33)

(k) That Princess Elizabeth School and site be declared surplus to the Board's needs and be sold in accordance with Ministry regulations with the understanding that the Board will not require additional accommodation to replace Princess Elizabeth School in this attendance area within ten years of the date of disposal. The funds realized from this sale be placed in Capital Reserves.

(l) That Ridge School and site be declared surplus to the Board's needs and be sold in accordance with Ministry regula-

tions with the understanding that the Board will not require additional accommodation to replace Ridge School in this attendance area within ten years of the date of disposal. The funds realized from this sale be placed in Capital Reserves.

(m) That the Board sell the 0.57 acre parcel of land in Lot 17, Concession 3 (Barton), in accordance with Ministry regulations and that the funds realized for this sale be placed in Capital Reserves.

(n) That the report on Capital Financing Strategies be received for information.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1989 07 13.

REPORT OF THE SPECIAL MEETING OF THE DEVELOPMENT COMMITTEE

Present: B. Allen (Chairman); Trustees Barker, Deans, Kennedy, Korz, A. Stewart and Clarke.

Also Present: Trustees Baskin, Desmarais, Detwiler, Hicks, Lowe, Paquin, Penner and Rogers.

Officials Present: K. Rielly (Director of Education and Secretary), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum and Special & Educational Services), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), R. Binns (Superintendent of Schools, Area 3), R. Lavoie (Superintendent of Schools, French as a First Language), G. Rappolt (Assistant Superintendent, Curriculum), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the verbal update report on the Centre for Improvement of Community Literacy be received for information.

Respectfully submitted,

MARGARET CUNNINGHAM,
Chairman.

Board Room,
1989 07 20.

MINUTES OF THE
SPECIAL MEETING OF
THE BOARD OF EDUCATION

Board Room,
Education Centre,
1989 08 24.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Mulholland, Paquin, Rogers, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Beveridge (Superintendent of Curriculum, Special and Educational Services), Ms. Gillie (Superintendent of Schools, Area Four), Rothwell (Superintendent of Schools, Area Five), Kawai (Superintendent of Information Management Services), Yurkiw (Assistant Superintendent, Special Services), Mrs. Rogers (Assistant to the Secretary).

The Chairman announced that this special meeting of the Board was called in order to update the members on the asbestos concerns within our school buildings.

Mr. G. McDonnell, President of CUPE, Local 1344, interjected and asked why a presentation from this group did not appear on the Agenda. He claimed they had been told by Trustee Mulholland that they would have an opportunity to address the Board while the Director had indicated they would not.

The Chairman explained that public presentations at Board meetings is not a procedure of this Board.

Trustee Mulholland clarified that he attended a meeting with this group last Friday. At that time, proposals and concerns were put on the table, some of which required Board authority in order to be dealt with. Trustee Mulholland further clarified that what he promised this group was a meeting which they could attend to hear the

proceedings. He emphasized that there was no commitment for the Union to make a presentation.

Mrs. Clarke confirmed that this meeting tonight was the result of Trustee Mulholland speaking with staff following the above meeting.

After continuing disruptions from the audience, the Chairman stressed the importance of the business of this meeting and asked for cooperation from the gallery to allow the meeting to continue in order that decisions could be made.

Mr. Rielly introduced Jim Riley, Manager, Engineering and Maintenance, as a resource staff person at this meeting. When further disruptions occurred during Mr. Rielly's remarks, Trustee Baskin said she wished to make a motion that this meeting go in-camera.

Expressing her reluctance to have the meeting closed to the public, Mrs. Clarke called a ten-minute recess.

The meeting resumed at 18:40.

As the Chairman was calling the meeting to order, Mr. McDonnell again questioned whether the Union would be allowed to make a presentation this evening. Mrs. Clarke replied that he would not be allowed to make a presentation at tonight's meeting and, at his request, further explained that traditionally presentations from the public are made at Committee meetings.

Mr. McDonnell wished to be recorded as finding it extremely irritating when parliamentary procedures, designed to fashion information exchange, are used to block that exchange.

The Chairman asked Mr. Rielly to proceed with the officials' report.

As Mr. Rielly gave the background on the Asbestos issue and attempted to bring the trustees up-to-date on recent accomplishments, there were further disruptions from the audience.

Moved by Mr. Stewart, seconded by Mrs. Van Horne: That the Board approve the Management Plan for Asbestos Control in Board of Education Buildings, as submitted to the Ministry of Labour on 1989 08 18, and that an additional \$325,000 be allocated for the remainder of 1989 for expenses associated with the asbestos treatment and/or removal.

Trustee Mulholland spoke against the motion as it was approving a report he has not read. He urged those in the audience who were creating the disturbance to allow this Board meeting to continue so that the issue could be dealt with in a systematic way.

Trustee Deans spoke in support of the motion as it was important that this motion be passed tonight. She added, however, that she would like to hear every point of view and suggested another meeting be scheduled, perhaps for the first week in September.

Trustee Johnston agreed that this is a most important item and said he would like to have an opportunity to hear the contents of this document. He asked for the cooperation of the audience to allow the elected officials to raise questions.

It was clarified for Trustee Allen that if this motion is defeated it would then require a two-thirds majority of the Board to re-open the issue this year.

Trustees Rogers and Detwiler spoke in favour of the motion while Trustee Hicks could not support the motion as he also wished to ask questions. He felt there would be an opportunity next week to get the parties together and allow the other party to give their point of view. He emphasized this was an extremely important issue and the motion should not be passed without dialogue and without answers to questions.

Trustee Van Horne agreed that a matter of this importance deserves discussion and debate as there were concerns for students attending and staff working in the schools, as well as cost considerations. However, when it appeared this meeting was going to be interrupted to the

point of precluding debate, she agreed to second the motion. Trustee Van Horne said she would be agreeable to having the motion put on hold to be dealt with when appropriate as she hoped the meeting could continue.

Further disruptions from the audience followed forcing the motion to be put to a vote and it was Carried.

Prior to adjournment, the Chairman advised that the other recommendations in the officials' report will be dealt with next week.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1989 08 31.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Shewfelt (Superintendent of Finance/Treasurer), Orlando (Superintendent of Plant), Sinclair (Superintendent of Human Resources), Binns (Superintendent of Schools, Area 3), Ms. Gillie (Superintendent of Schools, Area 4), Yurkiw (Assistant Superintendent, Special Services), Mrs. Rogers (Assistant to the Secretary).

GENERAL

The Chairman called the meeting to order and announced that the first item on the agenda was an update on the asbestos concerns within our school buildings.

Mr. Rielly drew the members' attention to the Health and Safety Support Services Branch Consultant Report, Ministry of Labour, dated 1989 08 29.

Mr. Stockwell highlighted recent events dealing with the asbestos problems in the system. The Ministry of Labour's response reflected the fact that the Board has acted responsibly.

In essence, the Ministry of Labour accepted the Board's plan for asbestos control without issuing new orders and clearly indicated our responsibility to remove asbestos in any occupancy zones before school begins.

In Sir John A. Macdonald and Ainslie Wood Secondary Schools, two of the five schools identified to be of greater concern, every effort has been made to isolate the return air and exhaust it outside rather than re-circulating it throughout the building.

The Ministry has also asked the Board to monitor the six firms hired to remove and repair asbestos in our schools to ensure the companies are complying with Ministry requirements.

Mr. Stockwell said the officials have every reason to believe that all schools will be able to open on the first day of school in September. There may be areas that are not usable as there are still some repairs to be completed or where repairs have not been inspected but it is expected these areas will be few in number.

Canon Rogers asked how it is determined that the air system does not contain asbestos fibres at Elizabeth Bagshaw.

Mr. Orlando replied the short term plan is to expel the air out of the building so it is not being re-circulated into the rooms.

Mr. Stockwell added that the Ministry has supported this action as the safest approach. It is being done at Ainslie Wood and Sir John A. Macdonald Secondary Schools and they have requested the same for Delta and Elizabeth Bagshaw Schools, as has CUPE.

Trustee R. Stewart suggested inviting a member from CUPE Local 1344 to show their video tape on the asbestos situation throughout the schools at an Operations Management Committee meeting.

In response to Trustee Bishop's question, Mr. Orlando said potential additional heating costs are not included in the estimates of the financial implications as it is not known what the impact will be of evacuating the air, not re-circulating it; however, it is not expected to be a significant cost.

Trustee Bishop asked whether the work could be completed before the projected date of 1993 if additional staff was available.

Mr. Orlando said some options will be included in a future report and it is possible additional staff may be one of the recommendations.

Trustee Bishop expressed pride that the Board has handled this situation in such a positive manner and acknowledged that some members of staff have worked beyond the call of duty and thanked them for their efforts.

It was confirmed for Trustee Baskin that the Ministry has not offered monetary assistance in the form of grants for the costs of asbestos control as in the past.

Trustee Van Horne requested assurance that those doing various contracted work within our schools would be following the required safety regulations.

Mr. Orlando said that, with the inventory lists in each school, procedures were in place for workers to receive the appropriate instructions.

Mr. Orlando replied to Trustee Korz that classrooms, hallways, auditoriums and common areas have been inspected. Areas where work is required will not be used, but it is expected that none of these restrictions will interfere with the operation of the school.

Mr. Stockwell stated that the Superintendents of Schools and Principals have been advised of plans to deal with various situations. It may be necessary in a limited number of cases for some Principals to make interim arrangements for classrooms until the work is completed.

Trustee Mulholland asked who will be taking ownership in writing procedures for identified problems.

Mr. Orlando said work would be done in accordance with procedures laid down in the Act.

Moved by Mr. Stewart, seconded by Mr. Mulholland: That this Board extend an invitation to CUPE Local 1344 to show the video tape on asbestos to the September meeting of the Operations Management Committee.

Trustee Mulholland suggested the Board produce its own "before and after" video.

The Chairman pointed out that CUPE has not requested permission to show the video to the Board as outlined in our procedures for committee meetings.

Trustee Hicks was concerned about inviting CUPE to speak on a major issue and requested clarification whether this motion is limited to viewing the video or does it allow a presentation.

Chairman Clarke informed the members that a two-thirds majority was required to consider the motion on the floor. A vote was taken and the required majority was received.

Trustee Stewart said his reason for the motion was to allow an opportunity for the officials to explain how the situations have been corrected; however, if the problems have not been corrected, people need to know why.

The Chairman expressed concern about superficially dealing with this broad issue without proper thought and discussion.

Mr. Rielly commented that he has not seen the video but if the trustees wish the officials to react to it there will have to be some way to identify the location of the scenes presented.

Moved by Mrs. Van Horne, seconded by Canon Rogers: That the motion on the floor be referred to the September Operations Management Committee meeting.

Trustee R. Stewart spoke against amendment as the situation has to be dealt with now.

Trustee Rogers, in supporting the amendment, said that referring the video to the meeting next month was not delaying the situation. There is a process and items such as this should go through standing committees before coming to the full Board for discussion.

Trustee Van Horne cautioned the Board against making a hasty decision that could set a precedent relative to inviting employee groups to speak to issues. She also noted that CUPE has not requested permission to show this video.

Trustee Mulholland felt it was important to invite CUPE. Asbestos is considered to be one of the major health and safety hazards to workers today.

The motion was put to a vote and was Lost.

In response to Trustee Korz, Mr. Stockwell expressed concern about attempting to refute or respond to CUPE's video with the confrontational situation that could be created. He pointed out that the officials have endeavoured to work positively with the union and reminded the trustees that the Board's Plan for asbestos control has been supported by the Ministry of Labour.

Moved in amendment by Mrs. Van Horne, seconded by Canon Rogers: That the Board borrow the video from CUPE and that it be viewed at the September meeting of the Operations Management Committee.

Trustee Van Horne again expressed concern about setting a precedent. While she was not downgrading the importance or severity of the situation, she had a real concern with employee groups making presentations to a full Board.

Trustee R. Stewart spoke against the amendment as he felt the video must come with representation from CUPE.

The motion was put to a vote and was Carried.

Moved by Dr. Johnston, seconded by Mrs. Van Horne: That the Ontario Ministry of Labour, Health and Safety Support Services Branch, Consultant Report, dated 1989 08 29, be received for information.

In response to Trustee Hicks' questions, Mr. Rielly and Mr. Stockwell referred to the communication package to make everyone aware of the situation and to support the schools and those on the front line. Since school personnel will be fully informed, parents, students and the general public can ask specific questions about their home school or through the Hotline at the Board. There is a proposal in the report for a news conference if the need should arise.

The motion was put to a vote and was Carried.

Moved by Mr. Hicks, seconded by Mr. Korz: That the General Part of the Report of the Special Personnel & Organization Committee be adopted. Carried.

FRENCH LANGUAGE SECTION

Moved by Mr. Paquin, seconded by Mrs. Barker: That the Report of the Special French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Mr. Hicks, seconded by Mr. Allen: That the Elementary/Secondary Part of the Report of the Special Personnel & Organization Committee be adopted.

Trustee Kennedy stated he wished to make an amendment to Clause 2. A vote was called on the Report, excluding Clause 2, and it was Carried.

At the direction of the Chairman, the Board then met in-camera and the following motion resulted:

Moved in amendment by Mr. Kennedy, seconded by Mr. Mulholland: That as soon as possible the full Board interview the short list of three candidates for the position of Superintendent of Schools. Carried.

The meeting then adjourned.

Adopted as presentd.

.....
Chairman.

**REPORT OF THE
SPECIAL MEETING OF THE
FRENCH LANGUAGE SECTION**

Present: Mr. Hubert Paquin (Chairman); Trustee Barker.

Officials Present: Mr. R. Lavoie (Superintendent of Schools
— French as a First Language).

The Section recommends:

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That the following teachers be appointed to the Probationary Staff, effective 1989 09 01, with salaries according to schedule:

Pierre Simard
Raynald Trudel

(b) That Denise Gauthier be re-appointed to the Temporary Staff, effective 1989 09 01, with salary according to schedule.

(c) That Josee Gagnon, Secondary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1989 07 17.

2. That the September meeting of the French Language Section be cancelled.

Respectfully submitted,

H. PAQUIN,
Chairman.

Committee Room,
1989 08 31.

**REPORT OF THE
SPECIAL MEETING OF THE
PERSONNEL AND ORGANIZATION COMMITTEE**

Present: W. Hicks (Chairman); Trustees Baskin, Johnston, Mulholland, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Allen, Barker, Bishop, Desmarais, Detwiler, Kennedy, Korz, Lowe, Penner, Rogers and A. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), R. Binns (Superintendent of Schools, Area Three), P. Gillie (Superintendent of Schools, Area Four), D. Rothwell (Superintendent of Schools, Area Five), R. Lavoie (Superintendent of Schools, French as a First Language), R. Kawai (Superintendent of Information Management Services), B. Sinclair (Superintendent of Human Resources), R. Kennedy (Superintendent of Staffing, Human Resources Department), J. Yurkiw (Assistant Superintendent, Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendation of the Director of Education be approved as presented to the members:

(a) That the request of Robert Philip for an extension of his secondment to the Industry-Education Council be approved, effective 1989 09 01 to 1990 08 31.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That Mark Novakovic be re-appointed to the Probationary Staff, effective 1989 09 01, with salary according to schedule (elementary).

(b) That the following teachers be appointed to the Probationary Staff, effective 1989 09 01, with salaries according to schedule:

Katherine Anderson (elementary)
Sigrid Begert (elementary)
Joanne Belisario (elementary)
Karen Bernyak-Bouwman (.5) (elementary)
Sharon Broadbent (elementary)
Arlene Burwash (elementary)
Jayne Chalmers (3/6 - F.T. Sem. 1 only) (secondary)
Susan Cobb (elementary)
Theodore Connor (secondary)
Bonnie Cook (elementary)
Marcia Doyle (.5) (elementary)
June Gamble (elementary)
Mark Hamill (secondary)
Laurel Karry (3/6 - F.T. Sem. 1 only) (secondary)
K. Russell Kempling (elementary)
Margaret Lynn Kuhn (.5) (elementary)
Joanne Languay (elementary)
France Leveille (elementary)
Corinne McLaughlin (.5) (elementary)
Valerie Lowrey (secondary)
Rose-Mary Orta (secondary)
Patricia Rybski (secondary)
Irene Sabat (secondary)
Katharine Watson (.7) (elementary)
Anna Zerebny (elementary)

(c) That Deborah McAlpine be re-appointed to the Temporary Staff, effective 1989 09 01, with salary according to schedule (secondary).

(d) That the following teachers be appointed to the Temporary Staff, effective 1989 09 01, with salaries according to schedule:

Gary Deveau (secondary)
Mary Jane Murray (secondary)
Tracey Suenga (secondary)
Paul Zablocki (secondary)

(e) That the appointment of the following teachers to the Probationary Staff, effective 1989 09 01, approved at the June Meeting, be rescinded:

Keith Holloway (elementary)
Alison Suh (elementary)

(f) That the resignation of Sondra Archibald, effective 1989 08 31, be accepted with regret (elementary).

(g) That Karla Tessaro be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1989 09 01, with salary according to schedule.

(h) That the following teachers be promoted to the position of Acting Head of Department, effective 1989 09 01, with salaries according to schedule:

Robert Kelley (Business) (secondary)

Richard Johnson (Boys' Phys. & Health Ed.) (secondary)

(i) That the requests of the following teachers to relinquish their Headships, effective 1989 09 01, be approved:

Elaine Crawford (Business) (secondary)

Helen Valenzuela (Languages) (secondary)

(j) That the request of Gordon Stevens to relinquish his position as Assistant Head (Science), effective 1989 09 01, be approved (secondary).

Clause 2 amended at 1989 08 31 Special Board.

2. That as soon as possible the full Board interview the short-list of two candidates for the position of Superintendent of Schools.

Respectfully submitted,

W. HICKS,
Chairman.

Board Room,
1989 08 31.

ADDENDA

The following motions were considered at the Special Meeting of the Personnel & Organization Committee and were LOST:

ELEMENTARY/SECONDARY

1. That the short-list of three candidates for the position of Superintendent of Schools be interviewed by the full Board.

2. That the Personnel & Organization Interview Team's recommended candidate from the short list of candidates be appointed to the position of Superintendent of Schools, for a five-year term, renewable, effective 1989 09 01, with salary according to schedule and that the vote on this motion be by secret ballot.

MINUTES OF THE SPECIAL
IN-CAMERA MEETING OF
THE BOARD OF EDUCATION

Board Room,
Education Centre,
1989 09 06.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Baskin, Bishop, Cunningham, Deans, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Mr. Rielly (Director of Education and Secretary) and Mrs. Rogers (Assistant to the Secretary).

ELEMENTARY/SECONDARY

The Chairman advised the members the purpose of this special in-camera Board meeting was to interview the final three candidates for the position of Superintendent of Schools.

The procedures and questions for the interviews were then reviewed. It was the consensus of the members that a vote by secret ballot would eliminate the candidate with the least number of votes. A second secret ballot would follow and the individual receiving the majority would be the successful candidate.

Each candidate was then interviewed at his/her appointed time.

The above procedure of two secret ballots resulted in the following action:

Moved by Canon Rogers, seconded by Dr. Johnston: That Nancy Nicholls be appointed to the position of Superintendent of Schools, effective 1989 09 07, for a five year term, renewable, with salary according to schedule. Carried.

Moved by Mr. Kennedy, seconded by Mr. Korz: That the ballots be destroyed. Carried.

Mr. Rielly indicated that a number of appointments to put staff into place must now be made. He stated that administration has considered the vacancies that could result and has prepared a list of recommendations. The recommendations of the Director were then placed before the trustees for consideration with the following results:

Moved by Mr. Kennedy, seconded by Canon Rogers: That Jim Ruddell be promoted to the position of Acting Principal of a Secondary School, effective 1989 09 07, with salary according to schedule. Carried.

Moved by Canon Rogers, seconded by Mr. Korz: That John Smees be promoted to the position of Acting Vice-Principal of a Secondary School, effective 1989 09 07, with salary according to schedule. Carried.

Moved by Mrs. Bishop, seconded by Ms. Stewart: That Ronald Thomas be promoted to the position of Acting Head of Department (Geography), effective 1989 09 07, with salary according to schedule (secondary). Carried.

Trustee Johnston congratulated the Chairman on the way in which this Special meeting was conducted this evening. The trustees were impressed with the high abilities of the candidates and he hoped the Director would convey this message.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1989 09 21.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Barker, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Shewfelt (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum and Special & Educational Services), Orlando (Superintendent of Plant), Kawai (Superintendent of Information Management Services), Sinclair (Superintendent of Human Resources), Ms. Rappolt (Assistant Superintendent, Curriculum), Yurkiw (Assistant Superintendent, Special Services) and Mrs. Rogers (Assistant to the Secretary).

A moment of silence was observed for the late Edward Blake, maintenance staff, Violet Hennessey, a secondary school teacher, and Robert Jackson, an elementary school teacher.

The minutes of the last regular meeting of 1989 07 20 and special meetings of 1989 08 24, 1989 08 31 and 1989 09 06 were adopted as presented.

Mr. Rielly drew the members' attention to letters received from the Metropolitan Toronto School Board relative to Bill 208, an amendment to the Occupational Health and Safety Act; Huron-Perth County Separate School Board's letter to the Minister of Education relative to deficits from grant reductions; and responses from the Premier of Ontario about the sale of air pistols and the Minister of Education regarding financing growth-related school construction.

Mr. Rielly read notes of thanks from Margaret Cook for the Board's Retirement Reception and gratuity, and from the Lewis Family for the Board's expression of sympathy.

Moved by Canon Rogers, seconded by Mrs. Van Horne: That the correspondence from the Metropolitan Toronto School Board relative to Bill 208 be referred to the Operations Management Committee for consideration. Carried.

Trustee Lowe questioned the Minister of Education's reference to accessing Canada Pension Plan funds as a funding alternative for the costs of school construction.

Mr. Shewfelt said the officials have attempted to obtain additional information about this particular suggestion and will report to the Operations Management Committee.

When several trustees voiced their opposition to the Minister's suggested alternative, the Chairman asked the members to wait for the officials' report.

While Trustee Detwiler felt the Hamilton Board shared the same concerns as cited in the letter from Huron-Perth County Separate School Board relative to the deficits from grant reductions, she would not request action by this Board since the Ontario Public School Boards' Association is pressing this issue on behalf of all Ontario Boards.

The remaining correspondence was received and ordered filed.

Trustee R. Stewart gave notice that he will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

That the Board provide a designated Smoking Area within each of its buildings.

Committee reports were presented as follows:

Development Committee — Mr. Kennedy
Operations Management Committee
— Miss Cunningham
Personnel & Organization — Mr. Hicks

Moved by Mr. Kennedy, seconded by Mr. Korz: That the General Part of the Report of the Development Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Barker: That the General Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Canon Rogers: That the General Part of the Report of the Personnel & Organization Committee be adopted. Carried.

Moved by Mrs. Van Horne, seconded by Mrs. Deans: That the December meeting date for the Board be changed to Tuesday, 1989 12 19 at 20:00 hours.

Trustee Van Horne explained that the regular meeting date would have been Thursday, December 21st and she felt it would be helpful to everyone to move the meeting ahead by two days due to the holiday season.

The motion was put to a vote and was Carried.

FRENCH LANGUAGE SECTION

Presentation of the Special Report of the French Language Section — Mr. Paquin.

Moved by Mr. Paquin, seconded by Mr. Desmarais: That the Special Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Miss Detwiler: That the Elementary/Secondary Part of the Report and Special Report of the Personnel & Organization Committee be adopted.

Trustee Deans referred to Glenn Mallory's resignation as the Co-ordinator of Music for the Hamilton Board for the purpose of retirement after twenty-two years of service. She recognized Mr. Mallory as an advocate of music as a basic subject for all children.

The motion was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
DEVELOPMENT COMMITTEE
Ninth Report**

Present: Mr. B. Allen (Chairman); Trustees Barker, Deans, Kennedy, A. Stewart and Clarke.

Also Present: Trustees Bishop, Cunningham, Detwiler, Johnston, Mulholland, Penner, Rogers and R. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Kawai (Superintendent of Information Management Services), P. Gillie (Superintendent of Schools — Area 4), D. Rothwell (Superintendent of Schools — Area 5), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services).

The Committee recommends:

GENERAL

1. That the verbal Update regarding the Literacy Centre be received for information.
2. That the Update regarding Family Violence: TriBoard Project be received for information.
3. That the Update regarding the Crisis Response Team be received for information.
4. That the report regarding the Year Round School Year be received for information.

Respectfully submitted,

BERT ALLEN,
Chairman.

Board Room,
1989 09 07.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
Ninth Report**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also present: Trustees Allen, Baskin, Deans, Hicks, Johnston, Kennedy, Korz, Mulholland, Paquin and R. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), P. Shewfelt (Superintendent of Finance and Treasurer), R. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), R. Binns (Superintendent of Schools — Area 3), P. Gillie (Superintendent of Schools — Area 4), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

That the report re correspondence from the Hastings County Board of Education re Occupant Load - Public Assembly Areas be received for information.

2. That the report on Short Term Investments be received for information.

3. That the report on Cash Flow be received for information.

4. That Vera's Driving School be authorized to provide in-car instruction at a cost to each student of \$210.00.

5. That the Burglary/Vandalism and Glass Report for 1988 be received for information.

6. That the verbal report on the disposition of the house on the parking lot (CHARLIE - Canadian Housing Alternative Regulatory Lifestyle Innovation Experiment) be received for information.

7. That the verbal update on asbestos and the employee asbestos training program be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved:

(b) That the following trip requests be approved:

(i) G.H.A.C. Reps - Boys AAA Volleyball, Whitby, 1989 11 24 and 25 (Friday and Saturday)

(ii) G.H.A.C. Reps - Girls' AA Basketball, Owen Sound, 1989 11 30, 1989 12 01 and 02 (Thursday to Saturday)

(iii) G.H.A.C. Reps - Girls' AAA Basketball, Ottawa, 1989 11 30-12 02 (Thursday to Saturday)

(iv) G.H.A.C. Reps - Nordic Skiing, Sudbury, 1990 02 26-27 (Monday to Tuesday)

(v) G.H.A.C. Reps - Alpine Skiing, Thunder Bay, 1990 02 26-27 (Monday to Tuesday)

(vi) G.H.A.C. Reps - Boys' Wrestling, Windsor, 1990 03 05-06 (Monday to Tuesday)

(vii) G.H.A.C. Reps - Boys' AA Basketball, Chatham, 1990 03 08-10 (Thursday to Saturday)

(viii) G.H.A.C. Reps - Boys' AAA Basketball, London, 1990 03 07-09 (Wednesday to Friday)

(ix) G.H.A.C. Reps - Boys' Curling, Collingwood, 1990 03 28-30 (Wednesday to Friday)

(x) G.H.A.C. Reps - Girls' Curling, Penetang and Midland, 1990 03 28-30 (Wednesday to Friday)

(xi) G.H.A.C. Reps - Girls' Gymnastics, Ottawa, 1990 04 27-28 (Friday to Saturday)

(xii) G.H.A.C. Reps - Badminton, Ottawa, 1990 05 04-05 (Friday to Saturday)

(xiii) G.H.A.C. Reps - Girls' Soccer, Sarnia, 1990 05 31-06 02 (Thursday to Saturday)

(xiv) G.H.A.C. Reps - Track and Field, Sudbury, 1990 06 01-02 (Friday to Saturday)

(xv) Sherwood, Vincent Massey, Westdale, Hill Park, Sr. T.R. Outdoor Education, Valens Conservation Area, 1989 09 26-27 (Tuesday to Wednesday)

(xvi) Sherwood, Vincent Massey, Westdale, Hill Park, Sr. T.R., Outdoor Education, Valens Conservation Area, 1989 10 02-03 (Monday to Tuesday)

(xvii) Westdale, Grade 9-13, Outdoor Education, Algonquin Park, 1989 09 29-10 01 (Friday to Sunday)

(xviii) Sherwood, Grades 9-10, Ottawa, 1989 10 12-14 (Thursday to Saturday)

(xix) Westview, Grade 8 History, Fort Niagara, Niagara Falls, New York, 1989 10 03 (Tuesday)

(c) That approximately 50 students from the Grade 12 Urban Geography and Travel Tourism Course from Hamilton Secondary Schools be permitted to attend a four day field trip to Montreal, Quebec, 1989 11 01-04 (Wednesday to Saturday).

(d) That one teacher for every 15 students, plus the Geography Co-ordinator or designate, supervise the geography field study to Montreal, 1989 11 01-04 and that each receive \$200 for their expenses.

ADDENDUM

The following motion was considered at the September meeting of the Operations Management Committee and was **LOST**.

GENERAL

1. That the Transportation Committee be reconstituted and that it consider in-service of carriers and monitors in relation to transportation and what procedures are needed for the transportation of all students.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,

1989 09 12.

**REPORT OF THE
PERSONNEL & ORGANIZATION COMMITTEE
Ninth Report**

Present: Mr. W. Hicks (Chairman); Trustees Baskin, Johnston, Mulholland, Paquin, R. Stewart and Clarke.

Also Present: Trustees Allen, Barker, Bishop, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, Penner and Rogers.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Kawai (Superintendent of Information Management Services), J. Forrester (Superintendent of Schools, Area One), N. Nicholls (Superintendent of Schools, Area Two), R. Binns (Superintendent of Schools, Area Three), D. Rothwell (Superintendent of Schools, Area Five), R. Kennedy (Assistant Superintendent, Staffing), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That Lisa Anderson be appointed to the probationary Clerical Staff (Category A-B — maximum \$402.00 per week), effective 1989 08 14, with salary according to the salary schedule.

(b) That the resignation of Audrey H. Hallon, Cleaning Staff, for the purpose of retirement, effective 1989 07 25, be accepted with regret and that the Board's gratuity be paid.

(c) That the resignation of Arthur Graves, Foreman, Maintenance Staff, for the purpose of retirement, effective 1989 12 31, be accepted with regret and that the Board's gratuity be paid.

(d) That the resignation of Claire L. Short, Clerical Staff, effective 1989 08 04, be accepted with regret.

(e) That the resignation of Edward R. Hodgins, Manager, Financial Services, effective 1989 10 27, be accepted with regret.

(f) That the following staff be confirmed in the stated positions, effective 1989 09 01:

Lynn Costello, Speech/Language Pathologist
Deborah McQuin, Speech/Language Pathologist
Vince Meli, Collective Bargaining Analyst
Ruth Millar, Section Leader - Office of the
Secretary of the Board
Sylvia Scarrow, Employment Officer

(g) That Leslie Ferguson, Elementary School Clerical and Secretarial Staff, be promoted to the position of Library Technician, Dr. Harry Paikin Library, Category E (maximum \$514.00 per week), effective 1989 08 28, with salary according to the salary schedule.

(h) That the request of Catherine Pilon, Cleaning Staff, for a Maternal Leave of Absence, effective 1989 10 02 to 1990 01 31, in accordance with the Collective Agreement, be granted.

(i) That the request of Linda Sproule-Jones, Affirmative Active Co-ordinator, for a Personal Leave of Absence, effective 1990 01 02 to 1990 04 30, be granted.

(j) That Kathy MacDonald, Clerical Staff, be returned from a Leave of Absence, effective 1989 08 28.

(k) That Carolyn Wilson, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1989 09 15.

(l) We regret to announce the death of Edward H. Blake, Maintenance Staff, on 1989 07 19.

(m) That Mark McCooey be appointed to the position of Software Technician, Westmount 1990 Project, on a temporary basis, effective 1989 09 18 to 1990 08 31, at a salary of \$24,000 per annum, at no cost to the Board.

(n) That Isaac Barnett be appointed to the position of Equipment Repair Technician II, Computer Services Department Administrative Category 24 — maximum \$28,885 per annum), on a temporary basis, effective 1989 09 18 to 1990 06 29, with salary according to the salary schedule, at no cost to the Board (Westmount 1990 Project).

(o) That the resignation of Roderic L. McIntyre, Caretaking Staff, for the purpose of retirement, effective 1989 12 31 be accepted with regret and that the Board's gratuity be paid.

(p) That the resignation of Betty L. Nixon, Cleaning Staff, for the purpose of retirement, effective 1989 07 11, be accepted with regret.

2. That the Chairman of the Personnel & Organization Committee and the Director establish a working group of trustees and appropriate staff to review and evaluate the current procedures for selecting Supervisory Officers and bring back to the Personnel & Organization Committee suggestions for improving the procedures.

3. That the Personnel & Organization Committee establish a sub-committee to act as a steering group and recommend on the selection of the consulting firm to advise on compensation arrangements for Senior Officials effective for 1990 01 01.

4. That a Special In-Camera Meeting of the Personnel & Organization Committee be held at 18:15 hours on Thursday, 1989 09 21, to consider the Report on Pay Equity, including the Administrative Salary Schedule.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Isabel Almeida, 1989 09 05 to further notice (elementary)
Joseph Citino, 1989 09 05 to further notice (elementary)
Lia Cover, 1989 09 05 to further notice (secondary)
Louise Creaghan, 1989 09 05 to further notice (secondary)
Kathryn Fournier, 1989 09 18 to 1990 03 30 (elementary)
Richard Kaszas, 1989 09 05 to 1989 12 21 (elementary)
Margaret E. Plant, 1989 09 05 to further notice (elementary)

(b) That Valerie Consoli be appointed to the probationary Secondary School Clerical and Secretarial Staff (Level 1 - maximum \$401.88 per week) effective 1989 07 24, with salary according to the Collective Agreement.

(c) That the resignation of Glenn Mallory, Co-ordinator, who is retiring on superannuation, effective 1990 06 30, be accepted with regret and that the Board's gratuity be paid (secondary).

(d) That the resignation of Arthur Wormald, who is retiring on superannuation, effective 1989 10 31, be accepted with regret and that the Board's gratuity be paid (secondary).

(e) That the resignation of V. Darlene MacDonald, Secondary School Secretarial & Clerical Staff, effective 1989 09 05, be accepted with regret.

(f) That the following Vice-Principals be confirmed in their positions, effective 1989 09 01:

Ronald Halmos — Secondary

Susan Joyce — Elementary

Brian Snell — Elementary

Douglas Steele — Elementary

(g) That the following Principals be confirmed in their positions, effective 1989 09 01:

Kenneth Bain — Elementary

David Gallagher — Elementary

Anne Puusepp — Elementary

Donald Roppel — Secondary

David Staples — Elementary

(h) That the following staff members be confirmed in the position stated, effective 1989 09 01:

Iris Chatten, Assistant to the Principal (Voc. Sec.) (secondary)

Mary Cosic, Head of Department (Languages) (secondary)

Alexander MacFarlane, Head of Department (Science)
(secondary)

Susan McBurney-Fowler, Head of Department (Family
Studies) (secondary)

Walter Michalsky, Assistant Head of Department (English)
(secondary)

James Reiser, Assistant Head of Department (Technical)
(secondary)

Nancy Rundle, Head of Department (Languages) (secondary)

Jon Sims, Head of Department (Geography) (secondary)

Joanne Sinclair, Head of Department (Family Studies)
(secondary)

Sheelagh Wood, Head of Department (English) (secondary)
Ingrid Maraj, School Social Worker
Colleen Redmond, Community School Leader

(i) That the following teachers be transferred from the Elementary Panel to the Secondary Panel, effective 1989 09 01:

George Karambalas
Donna Mulligan
Anne Rudge (secondary)

(j) That Anne Marie Pegg be transferred from the Secondary School Clerical and Secretarial Staff (O.P.E.I.U.) to the position of Alternative Education Secretary (.5), A.C.E.S. Program (Category B2 - maximum \$417.00 per week) (non-union clerical staff), effective 1989 08 28, with salary according to the salary schedule (10 month employment).

(k) That the requests of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

Michelle Friessen, 1989 09 01 to 1990 08 31 (elementary)
Elaine Poot, 1989 09 01 to 1990 08 31 (secondary)
Jean Schaeffer, 1989 09 01 to 1990 08 31 (elementary)
Margaret Willett, 1989 09 01 to 1990 05 31 (elementary)

(l) That the request of the following Educational Assistant Staff for a Personal Leave of Absence, effective as shown, be granted:

Sandra Dunsdon, 1989 09 05 to 1990 06 29
Patricia Leeming, 1989 09 18 to 1990 01 05

(m) That the request of Marjorie Bowker, Elementary School Clerical and Secretarial Staff, for a Personal Leave of Absence, effective 1989 09 05 to 1990 06 29, be granted.

(n) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Joanne Restivo, 1989 10 23 to 1990 02 16 (secondary)
Carla Small, 1989 11 27 to 1990 03 23 (elementary)
Darlene Smith, 1989 10 02 to 1990 01 05 (elementary)
Sybille Stahl, 1989 10 23 to 1990 02 16 (elementary)

(o) That the request of Mary Lubanovic for a Maternal Leave of Absence, effective 1990 01 08 to 1990 05 04, be granted in accordance with conditions governing Maternal Leave and that this Leave be followed by a Parental Leave of Absence until 1990 08 31 (elementary).

(p) That the request of Ruth Hall, Elementary School Clerical and Secretarial Staff, for a Maternal Leave of Absence, effective 1989 09 25 to 1990 01 19, in accordance with the Employment Standards Act, to be followed by a Personal Leave of Absence, effective 1990 01 22 to 1990 03 16, be granted.

(q) That the effective dates of the Maternal Leave of Absence granted to Jane Snider at the July meeting be changed to 1989 09 18 to 1990 01 12 (elementary).

(r) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective 1989 09 01:

Susan Gadsby-Prest (.5) (elementary)

Sharon Paterson (elementary)

Helen Rojenko (elementary)

(s) That Maria York, Secondary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1989 08 21.

(t) That the following staff be returned from a Leave of Absence, effective as shown:

Cindy Carroll (Secondary School Clerical and Secretarial Staff), 1989 09 12

Eileen Runchey (Educational Assistant), 1989 10 10

(u) That the following timetable increases be approved effective 1989 09 01:

Anne Klaus, from 4/6 to 5/6 (F.T. Sem. 1, 2/3 Sem. 2)
(secondary)

(v) That the following timetable decreases be approved effective 1989 09 01:

Rita Bertoldi, from 1.0 to .5 (elementary)

Christine Fotheringham, from 1.0 to .5 (elementary)

Patricia Jessop, from 1.0 to .5 (elementary)

Jane McGall, from 6/6 to 5/6 (F.T. Sem. 1, 2/3 Sem. 2)
(secondary)

(w) That the following teachers be appointed to the Probationary Staff, effective 1989 09 22, with salaries according to schedule:

Heidi Bardy (elementary)

Leslie Casson 3/6 (F.T. Sem. 1 only) (secondary)

Clare Hargreaves 1/6 (2/3 Sem. 1 only) (secondary)

Nina Kemp (elementary)

Keitha Seneco 3/6 (F.T. Sem. 1 only) (secondary)

(x) That the following be appointed to the probationary Educational Assistant Staff, effective as shown, with wage rate according to the Collective Agreement:

Charmaine Hanley, 1989 09 18 Elizabeth Rinas, 1989 09 05

Helen Hubbard, 1989 09 18 Amrit Singh, 1989 09 11

Susan Longland, 1989 09 11 Cheryl Thompson, 1989 09 12

John Macgillivray, 1989 09 18 Cheryl Vandyck, 1989 09 18

(y) That Lynda Flegg be appointed to the probationary Educational Assistant Staff, effective 1989 09 15, with wage rate according to the Collective Agreement.

(z) That the resignation of Patricia Force, effective 1989 08 31, be accepted with regret (elementary).

(aa) That Keitha Seneco be appointed to the temporary position of Acting Head of Department (Family Studies), effective 1989 09 22 to 1989 12 31, with salary according to schedule (secondary).

(bb) That Beverley Dunlop be promoted to the position of Acting Assistant Head of Department (Languages), effective 1989 09 01, with salary according to schedule (secondary).

(cc) That Margaret Roberts be appointed to the position of Special Assignment Teacher — Area 2, effective 1989 09 01 (elementary).

(dd) That the request of Janis Leyzer for a Maternal Leave of Absence, effective 1989 06 26 to 1989 10 20, be granted in accordance with conditions governing Maternal Leave and that this Leave be followed by a Personal Leave of Absence until 1989 10 27 (secondary).

(ee) That the request of Heather Hamilton, Elementary School Clerical and Secretarial Staff, for a Maternal Leave of Absence, effective 1989 10 16 to 1990 02 29, in accordance with the Employment Standards Act, be granted.

(ff) That the following timetable increases be approved, effective as shown:

Marcia Doyle, from .5 to 1.0, 1989 09 11 (elementary)
Shawn Duthie, from .5 to 1.0, 1989 09 11 (elementary)
Michélie Hudon, from .5 to 1.0, 1989 09 01 (elementary)
Diane Lumsden, from .5 to .6, 1989 09 01 (elementary)
Laurie McMurray, from .5 to 1.0, 1989 09 18 (elementary)
Ruth Price, from .7 to .8, 1989 09 13 (elementary)
Katharine Watson, from .7 to .8, 1989 09 01 (elementary)

(gg) We regret to announce the deaths of Violet Hennessey, Secondary teacher, on 1989 09 08 and Robert Jackson, Elementary teacher, on 1989 09 12.

(hh) That Carol Scaini be promoted to the position of Acting Vice-Principal of an Elementary School, effective 1989 09 01, with salary according to schedule.

2. That the following requests for the "Four Over Five" plan be approved:

(a) That approval be granted for the request of Chris Kostur for a Leave of Absence under the Salary Holdback Plan ("Four Over Five"), of the Secondary School Collective Agreement, for the 1993-1994 school year, effective 1993 09 01 to 1994 06 29.

(b) That approval be granted for the request of Arlene Pidruczny for a Leave of Absence under the Salary Holdback Plan ("Four Over Five"), of the Secondary School Collective Agreement, for the 1991-1992 school year, effective 1991 09 01 to 1992 06 29.

Respectfully submitted,

WESLEY HICKS,
Chairman.

Board Room,
1989 09 14.

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
FRENCH LANGUAGE SECTION**

Present: Mr. H. Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: R. Lavoie (Superintendent of Schools — French as a First Language).

The Section recommends:

1. That the following recommendation of the Admissions Committee be approved:

(a) That Angelina Silverthorne be admitted as a student at Georges-P. -Vanier, effective 1989 09 22.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1989 09 21.

**REPORT OF THE
SPECIAL MEETING OF THE
PERSONNEL & ORGANIZATION COMMITTEE**

Present: W. Hicks (Chairman); Trustees Baskin, Johnston, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Barker, Bishop, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Korz, Lowe, Penner, Rogers and A. Stewart.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), J. Forrester (Superintendent of Schools, Area 1), N. Nicholls (Superintendent of Schools, Area 2), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), R. Lavoie (Superintendent of Schools — French as a First Language), R. Kennedy (Assistant Superintendent of Staffing), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

ELEMENTARY/SECONDARY

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Judith Ambrose (.5), 1989 09 22 (elementary)
Deanna Babcock (.5), 1989 09 22 (elementary)
Eleanor Illman (.5), 1989 09 22 (elementary)
Vanessa Gray (.4), 1989 09 25 (elementary)
Susan Grotke, 1989 09 22 (elementary)
Lois Kirkham (.5), 1989 09 22 (elementary)
Catherine Renaud, 1989 09 22 (secondary)
George Sovereign, 1989 09 25 (elementary)
Evelyn Wilkie, 1989 09 22 (secondary)

(b) That the resignation of Lois M. Kirkham, Educational Assistant, effective 1989 09 18, be accepted with regret.

(c) That Eto Corcione be appointed to the position of Special Assignment Teacher — Area 5, on an acting basis, effective 1989 09 01, with salary according to schedule (elementary).

(d) That Paul Smith be promoted to the position of Special Education Consultant — Area 5, on an acting basis, effective 1989 09 22, with salary according to schedule (secondary).

(e) That Charlotte Crouch be promoted to the position of Acting Head of Department (English), effective 1989 09 22, with salary according to schedule (secondary).

(f) That Alistair Straitton be promoted to the position of Acting Assistant Head of Department (English), effective 1989 09 22, with salary according to schedule (secondary).

(g) That 8.5 teachers be hired to the Elementary Probationary Staff, effective 1989 09 22, in order to comply with the Ministry of Education Average Class Size guideline for Grades 1 and 2.

(h) That the following teachers be appointed to the Probationary Staff, effective 1989 09 22, with salaries according to schedule:

Elizabeth Baker
Susan Barnes
Juliet Garfit
Karen Hammond
Cynthia McAllister
Bonnie O'Hara
Shirley Pauls (.5)
Patricia Sellar
Kim Wasson

Respectfully submitted,

W. HICKS,
Chairman.

Board Room,
1989 09 21.

ADDENDUM

The following motion was considered at the Special Meeting of the Personnel & Organization Committee and was LOST:

ELEMENTARY/SECONDARY

1. That the recommendation that 8.5 teachers be hired to the Elementary Probationary Staff, effective 1989 09 22, in order to comply with the Ministry of Education Average Class Size guideline for Grades 1 and 2 be tabled until the October meeting of the Personnel & Organization Committee or until a special meeting called for the purpose.

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1989 10 10.

The Board met:

Present: Mary Caye Clarke (Chairman); Trustees Allen, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Paquin, Penner, Rogers, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Kennedy (Assistant Superintendent of Staffing), and Mrs. Rogers (Assistant to the Secretary).

GENERAL

The special meeting of the Board was called to order to consider the report of the Salary Committee relative to the tentative agreement reached with the Ontario Secondary School Teachers' Federation, District 8.

Moved by Mrs. Van Horne, seconded by Miss Cunningham: That the General Part of the Report of the Salary Committee be adopted.

Trustees Allen, Rogers, Deans and Clarke declared a possible conflict of interest and did not debate nor vote on the report.

Trustee Van Horne said that she was pleased to have this agreement with the secondary teachers. While it is the first time since the strike in 1985 that an agreement was not reached prior to the end of June, relationships with the Federation continue to be good; however, some tough issues took more time to solve. She pointed out that the total package represented a 6.27% increase with a 5.97% increase on grids and allowances. Trustee Van Horne offered her thanks to the Negotiating Committee.

Trustee Cunningham stated her appreciation of the new structure for the Salary Committee which has made it possible for Board members working full time to participate. She considered it a privilege to have served on the Salary Committee.

The motion was put to a vote and was Carried.

The Chairman thanked Mrs. Van Horne and the members of the Salary Committee on behalf of the Board.

The meeting then adjourned.

Adopted as presented.

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Chairman

REPORT OF THE SALARY COMMITTEE

Present: R. H. Van Horne (Chairman); Trustees Cunningham, Kennedy, Johnston and Clarke.

Officials Present: J. S. McLeish (Manager, Collective Bargaining Services), R. Kennedy (Assistant Superintendent, Staffing), Miss D. Russon (Personnel Analyst) and V. Meli (Collective Bargaining Analyst).

The Committee recommends:

GENERAL

1. That the Board ratify the terms of the 1989-90 Collective Agreement reached with the Ontario Secondary School Teachers' Federation, District 8 as attached.

Respectfully submitted,

RUTH VAN HORNE,
Chairman.

Committee Room,
1989 09 28.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR
THE CITY OF HAMILTON
AND
THE ONTARIO SECONDARY SCHOOL
TEACHERS' FEDERATION, DISTRICT 8**

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
2. The undersigned representatives agree to recommend acceptance of this memorandum to their respective principals.
3. The term of the Collective Agreement shall be from September 1, 1989 to August 31, 1990.
4. Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 28th day of September, 1989

**ON BEHALF OF THE
ONTARIO SECONDARY
SCHOOL TEACHERS'
FEDERATION
DISTRICT 8**

**ON BEHALF OF THE
BOARD OF EDUCATION
FOR THE CITY OF
HAMILTON**

Article 11**SECONDARY SCHOOL SALARY GRID**

11.0.0.0.0. Effective September 1, 1989 until August 31, 1990

<u>Years</u>	<u>Category 1</u>	<u>Category 2</u>	<u>Category 3</u>	<u>Category 4</u>
0	26,400	27,843	30,001	31,682
1	27,843	29,403	31,802	33,600
2	29,280	30,962	33,600	35,522
3	30,719	32,520	35,400	37,439
4	32,156	34,080	37,201	39,363
5	33,600	35,640	39,003	41,282
6	35,042	37,201	40,805	43,201
7	36,481	38,763	42,602	45,119
8	37,925	40,319	44,401	47,038
9	39,363	41,880	46,200	48,962
10	40,805	43,442	48,002	50,883
11	44,162	46,803	52,806	56,405

Article 13**PRINCIPALS, VICE-PRINCIPALS, CO-ORDINATORS AND AREA SUPERVISORS****13.0.0.0.0.**

Effective September 1, 1989 until August 31, 1990: Principals of Composite Secondary Schools, Secondary Schools (Vocational) and Continuing Education shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$70,012
1	\$72,681
2 or more	\$75,346

13.1.0.0.0.

Effective September 1, 1989 until August 31, 1990: Vice-Principals of Composite Secondary Schools and Secondary Schools (Vocational) shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$63,896
1	\$65,414
2 or more	\$66,934

13.2.0.0.0.

Effective September 1, 1989 until August 31, 1990: Coordinators and Area Supervisors shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$65,345
1	\$66,961
2 or more	\$70,126

Article 14**RESPONSIBILITY ALLOWANCES - SECONDARY SCHOOL****14.0.0.0.0.**

Composite Secondary Schools - Allowances beyond the regular grid salary shall be paid to teachers in the following areas:

14.0.0.0.1.

Head - \$3,921 effective September 1, 1989 - English, Business Education, Technical Education, Guidance, Mathematics, Science, Languages, History, Geography, Physical and Health Education (Boys), Physical and Health Education (Girls), Family Studies, Music, Art and E.A.S.L. credit granting program at Sir John A. Macdonald.

14.0.0.0.2. — Assistant to the Head - \$1,960 effective September 1, 1989.

14.3.0.0.0. — Outdoor Education Resource Teacher - \$1,181 effective September 1, 1989.

14.4.0.0.0. — Senior Teacher Technical Education - \$625 effective September 1, 1989.

14.5.0.0.0. — If a teacher in charge of Library is:

14.5.0.0.1. — Uncertificated, certificated with a partial timetable, or certificated operation a partial program - \$939 effective September 1, 1989.

14.5.0.0.2. — Certificated, with a full timetable and operating a full program as specified by the Superintendent - \$2,268 effective September 1, 1989.

14.6.0.0.0. — Teachers in German and Latin Departments, depending upon the size of the department and subject to the recommendations of the Director and Superintendent - \$782 effective September 1, 1989.

14.7.0.0.0. — Alternative Programme Leader(s) - \$3,921 effective September 1, 1989.

14.8.0.0.0. — An allowance of \$667 per annum shall be paid to the teacher who is assigned computer liaison and co-ordination duties. Arrangements will also be made by the Board for the assignment of two-half days of supply teaching time per month to provide for the teacher appropriate time to perform the required duties.

14.9.0.0.0. — Special Assignment Teachers - The term of the special assignment shall normally be for a period of up to ten school months, but may be extended by mutual consent of the teacher and the Board. The teacher shall be paid the greater of:

14.9.0.0.1. — the teacher's current rate of salary plus allowance.
or

14.9.0.0.2. — the teacher's grid salary rate under 11.1.0.0.0. plus a monthly allowance of \$119.

14.10.0.0.0. — Staff Assistants shall be paid grid salary plus a responsibility allowance of \$5,619 effective September 1, 1989.

14.10.0.0.1. — Consultants shall be paid grid salary plus a responsibility allowance of \$3,921 effective September 1, 1989.

14.10.0.0.2. — Adjustment Counsellors shall be paid grid salary plus a responsibility allowance of \$3,921 effective September 1, 1989.

14.10.0.0.3. — Co-ordinators (Co-op Education) shall be paid grid salary plus a responsibility allowance of \$1,907 effective September 1, 1989.

14.11.0.0.0. — The travel allowance shall be paid according to Board Policy.

14.10.0.0.0. — New - Renumber subsequent articles

Effective September 1, 1989, a teacher who teaches in a Section 25 establishment shall be paid certificate allowance beyond the regular grid salary based upon the following:

\$265 - elementary certificate in special education
\$529 - intermediate certificate in special education
\$794 - specialist certificate in special education

providing that:

- (a) the allowance shall only be paid for the highest certificate held by the teacher, and
- (b) the certificate has not been used for category placement.

Article 15

SPECIAL ALLOWANCES - SECONDARY SCHOOLS (VOCATIONAL)

15.0.0.0.0. — Allowances beyond the regular grid salary shall be paid as follows, subject to the provisions of 15.1.0.0.0. to 15.2.0.0.3. inclusive.

15.0.0.0.1. — Teachers of Secondary Schools (Vocational) (excluding Principals) \$794 effective September 1, 1989.

15.0.0.0.2. — Assistant to the Principal \$3,921 effective September 1, 1989.

15.1.0.0.0. — Effective September 1, 1989, an allowance of \$389 per annum shall be paid to the teacher who is assigned computer liaison and co-ordinator duties.

15.2.0.0.0. — Effective September 1, 1977, the \$794 allowance shall be paid beyond the regular grid salary to a teacher who received the allowance in the 1976/77 school year and who continues to teach in a Secondary School (Vocational) after August 31, 1977. Effective September 1, 1977, the \$794 allowance shall be paid beyond the regular grid salary to a teacher who is presently on the employ of the Board and who commences teaching in a Secondary School (Vocational) between September 1, 1977 and December 31, 1977 and who continues to teach in a Secondary School (Vocational).

15.2.0.0.1. — For a teacher who enters the employ of the Board after August 31, 1977 and who teaches in a Secondary School (Vocational), the following certificate allowance shall be paid beyond the regular grid salary:

Effective September 1, 1989:

\$265 - elementary certificate in special education
\$529 - intermediate certificate in special education
\$794 - specialist certificate in special education under the following conditions:

15.2.0.0.2. — the allowance shall only be paid for the highest certificate held by the teacher, and

15.2.0.0.3. — provided that this certificate has not been used for category placement.

Article 17

ALLOWANCES FOR RELATED TRADE AND BUSINESS EXPERIENCE, DEGREES, DIPLOMAS

17.0.0.0.0. — Subject to the recommendations of the Director and Superintendent, teachers in Composite and Vocational Secondary Schools shall be paid \$400 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty of Education, up to a maximum allowance of \$3,200. This allowance shall not exceed the maximum of the teacher's category.

17.1.0.0.0. — If a recognized post graduate degree is not used for category placement, an allowance shall be paid beyond the regular grid salary to a teacher who holds such a post graduate degree in accordance with the following schedule:

17.1.0.0.1. — \$757 per annum for the first such post graduate degree, and,

17.1.0.0.2. — an additional \$629 per annum for the second post graduate degree. This allowance shall be limited to two (2) degrees and shall be paid effective from the first day of the month following registration of the degree with the Board. This allowance shall not apply to Principals, Vice-Principals, Co-ordinators and Area Supervisors.

17.2.0.0.0. — An allowance beyond the regular grid salary may be paid to a teacher who holds one of the following diplomas: A.R.C.T., A.T.C.M., A.O.C.A., or C.M.A. on the recommendation of the Superintendent, providing that the diploma is not used for category placement as follows:

— effective September 1, 1989 - \$378 per annum.

This allowance shall be paid effective from the first day of the month following registration of the diploma with the Board. This allowance shall not apply to Principals, Vice-Principals, Co-ordinators and Area Supervisors.

Article 18**EMPLOYEE BENEFITS****18.0.0.0.0. — Amend to Read:**

The Board shall contribute one hundred per cent (100%) of the premium cost as of September 1, 1989 of the following plans:

O.H.I.P.

Semi-Private Hospital Care

Extended Health (Vision Care up to \$150 every 2 years) (Hearing Aids - \$500 every 5 years)

Basic Group Life Insurance (up to \$50,000 coverage)

NOTE: Vision Care to include reference re prescription safety glasses for science, technical, art and physical education teachers.

18.1.0.0.0. — Delete reference to G.422 in the Basic Group Life Insurance Plan.

18.2.0.0.1. — Amend to Read:

Under the Optional Group Life Insurance Plan a teacher may elect insurance equal to the difference between the teacher's Basic Group Life Insurance and two (2) times the annual rate of salary (rounded to the next higher \$1,000, up to a combined maximum (Basic and Optional) of \$200,000. The teacher shall pay the full premium cost of the amount of Optional Life Insurance through payroll deduction. During the lifetime of this Agreement, the premium rate for Optional Insurance shall be the same as for Basic Insurance.

18.0.0.0.5. — If a teacher is absent due to illness or disability and off the active payroll in excess of six (6) months, then the teacher shall be responsible for paying in advance the full cost of any premium for coverage under O.H.I.P., Semi-Private Hospital Care, Extended Health, Group Life Insurance and Dental.

18.3.0.0.0. — Under the present Group Life Insurance Plan, teachers shall pay, effective September 1, 1989, the full premium cost for Optional Dependent's Group Life Insurance - \$20,000 spouse; \$7,500 each dependent child.

18.4.0.0.0. — Effective first of the month following date of ratification, a member who retires before the compulsory retiring age and who receives an immediate pension from the Teachers' Superannuation Commission shall have the option of retaining a \$25,000 life insurance policy until the age of sixty-five (65) (disability not

included). The member who so elects shall pay the full amount of the premium, annually in advance, otherwise the teacher's coverage shall be cancelled.

18.8.0.0.5. — The benefits under the Extended Health Plan for a retiree shall be limited to \$15,000 during the entire period of the member's coverage under 18.7.0.0.0. through 18.8.0.0.5.

18.6.0.0.0. — Amend to Read:

Effective September 1, 1989 the Board shall contribute 100% of the premium cost for full-time teachers based on the 1989 O.D.A. rate schedule of the Dental Plan (covered services — Basic Services, Endodontics and Periodontal). The Board's premium contribution for a part-time teacher shall be pro-rated in the same proportion that the part-time timetable bears to a full-time timetable, with the teacher contributing the remainder through payroll deduction. The plan shall reimburse a claimant 75% of the cost of the insured services under the Dental Plan (based on the 1989 O.D.A. rate schedule). Newly hired teachers and teachers returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the plan.

18.6.0.0.1. — Amend to Read:

Effective January 1, 1990 the claimant shall be reimbursed 85% of the insured services of Basic services and 75% of the cost of Endodontics and Periodontal based on the 1990 O.D.A. rate schedule.

18.6.0.0.3. — New:

Effective January 1, 1990 the Board will contribute 50% of the premium cost for Major Restorative benefits. The plan will reimburse a claimant 50% of the cost of the insured services (based on the 1990 O.D.A. rate schedule) with benefits limited to \$1,500 per person per year. The individual teacher shall pay the remainder of the premium cost through payroll deduction.

18.6.0.0.4. — New:

Effective January 1, 1990, Orthodontic Services will be implemented which provide a 50% reimbursement level (based on the 1990 O.D.A. rate schedule) with benefits limited to lifetime maximum of \$1,500 per person. Coverage shall include the teacher and each eligible dependent. The Board shall contribute 50% of the premium cost for Orthodontic services and the individual teacher will pay the remainder of the premium cost through payroll deduction.

Coverage under the Dental Plan plus Major Restorative and Orthodontic benefits shall be mandatory for all teachers who are presently enrolled unless a teacher elects in writing prior to December 15, 1989 not to be covered under the Dental Plan.

The Board shall offer an open enrollment period of thirty (30) days for new subscribers to elect such coverage.

18.9.0.0.0. — Subject to the approval of the insurance carrier, the spouse of a deceased teacher may have the option of retaining benefit coverage at the spouse's own cost under the O.H.I.P., Semi-Private Hospital Care, Extended Health and Dental Plans under the following conditions:

(i) the spouse may elect to retain coverage within thirty-one (31) days of the date of death of the deceased teacher.

(ii) coverage shall remain in effect for a maximum of one year from the date of death of the deceased teacher. Coverage shall be cancelled the first day of the month following the spouse's 65th birthday or upon remarriage.

(iii) the spouse shall pay to the Board in advance the full annual cost of the coverage; otherwise the coverage shall be cancelled.

(iv) if the spouse withdraws from coverage at any time, then the spouse will be ineligible to re-enroll in coverage.

SUMMER SCHOOL, EVENING SCHOOL AND INDEPENDENT HOME STUDY

(i) Effective the first day of the month following date of ratification, Independent Home Study Teachers shall be automatically enrolled in the Optional Group Life Insurance Plan unless the Human Resources Department receives a signed waiver form.

(ii) That a joint committee be established comprising of eight representatives, with equal representation from the Board and O.S.S.T.F., District 8 to investigate the following concepts:

(a) a progressive grid structure for summer school, evening school, and independent home study teachers.

(b) the implications of probationary or permanent contracts for independent home study teachers.

Both parties will report back to their respective members no later than January 31, 1990.

34.5.0.0.0. — Effective September 1, 1989, teaching staff of Summer School shall be paid as follows:

34.5.0.0.1. — Teachers - New Credit Course	\$ 3,174
Remedial Course	
1 Course	1,587
2 Courses	3,174

34.5.0.0.2. — Co-Principals of Summer School 1,823

34.5.0.0.3. — Subject Co-ordinator 3,174

34.6.0.0.0. — Effective September 1, 1989 teaching staff of Evening School shall be paid as follows:

34.6.0.0.1. — Certificated Teachers of Credit Courses - \$28.85 per hour.

34.6.0.0.3. — Supervisors of Evening School \$ 3,906

34.6.0.0.4. — Assistant Supervisors of Evening School 3,508

38.0.0.0.0. — The Principal of a Secondary School in which an Evening School is held shall receive \$446 per year effective September 1, 1989 as nominal head of the Evening School.

34.10.0.0.1. — Continuing Education teachers tutoring students in credit courses in Independent Home Study programmes at Adult Education Centres:

\$28.85 per hour effective September 1, 1989

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR
THE CITY OF HAMILTON
AND
THE ONTARIO SECONDARY SCHOOL
TEACHERS' FEDERATION, DISTRICT 8**

(i) This Memorandum shall be subject to approval by the Board and the Branch Affiliate at the time the 1989-90 Collective Agreement is subject to ratification.

(ii) The provisions of the component staffing model shall replace those of Article 25 of the Collective Agreement (Working Conditions) for those schools involved in the pilot and extended pilot during the 1989-90 school year.

(iii) Any obvious errors or omissions in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 16th day of June, 1989.

On Behalf of
O.S.S.T.F., District 8

On Behalf of the Board
of Education for the
City of Hamilton

COMPONENT STAFFING

X.0.0.0.1. — Effective September 1, 1989 the pilot Component Staffing model shall be in effect for the school year 1989-90 in the following schools:

Composite

Scott Park
Sir Allan MacNab
Sir John A. Macdonald
Westdale

Vocational

Ainslie Wood
Parkview

X.0.0.0.2. — The provisions of the component staffing model shall replace those of Article 25 of the Collective Agreement (Working Conditions) for those schools involved in the pilot and extended pilot during the 1989-90 school year.

X.0.0.0.3. — Each Composite **Secondary** School shall be staffed annually as follows:

A. (i) one Principal.

(ii) (a) one Vice-Principal for a school population of up to 800 students

(b) 1.5 Vice-Principals for a school population of 840 or more students

(c) 2 Vice-Principals for a school population of 1,000 or more students

(d) there will be a tolerance factor of 5% in the staffing of Vice-Principals.

(iii) In a composite school there will be one department head for each of the following departments as designated in the 1987-88 Collective Agreement:

English	Languages
Mathematics	Family Studies
Business	Guidance
Technological Studies	Boys Physical Education
Science	Girls Physical Education
Visual Arts	E.S.L. (Sir John A.
Music	Macdonald, Scott Park)
History	French Immersion (to be
Geography	discussed at a later date)

(iv) Each Department in a Composite Secondary School will have one (1) Assistant Head if the Department has four (4) equivalent full timetables. (Twenty-three (23) instructional lines plus one (1) administrative line), or seven (7) teachers assigned courses in the Department.)

(v) **Computer On-Site Administrator** — One line per school will be assigned for the Computer On-Site Administrator. Arrangements will be made by the Board for the assignment of 10 days of occasional teaching time for the alternative semester to provide for appropriate time for the teacher to perform the required duties.

(vi) **Guidance Staffing** — Each Composite school will have a minimum of one (1) full-time guidance counsellor. Guidance Departments will be staffed at a ratio of one (1) counsellor to three hundred (300) students excluding the Department Head's administrative time allocation. For each additional fifty (50) students, one (1) staff line will be provided.

(vii) **Library Staffing** — Eight (8) lines shall be assigned to library staffing per Composite school per year.

(viii) **GLRT Staffing** — GLRT - on line per semester.

(ix) **Co-op Staffing** — Co-operative Education Programmes in Composite Schools be will staffed as follows:

One (1) line for Co-op monitoring programme implementation, administration and evaluation shall be assigned for every thirteen (13) students enrolled or fraction thereof.

(x) **LRT Staffing** — (a) One LRT for each Composite school and .5 LRT for each 15 I.P.R.C. students over a base of 25 to a maximum of 2 per school.

B. Classroom Teacher Components

Each Composite or Vocational school will be staffed **annually** as of September 30th according to the following average class loadings:

- 27 students in an advanced level academic class
- 23 students in a general level academic class
- 17 students in a basic level academic class
- 17 students in a composite technical class
- 16 students in a vocational technical class
- 15 students in an ESL class

C. The Board shall endeavour to keep the number of bi-levelled/stacked classes to a minimum.

A course shall be defined as one (1) subject taught at one (1) grade and one (1) level.

D. Special Education Components

In a Composite school, identified exceptional students placed in regular classes will be regarded as the equivalent of two (2) mainstream students. Average class loadings will be adjusted accordingly.

There will be a maximum of 12 students in a T.M.R. class.

X.0.0.0.4. — Local School Needs

(i) The Board shall allocate three (3) discretionary lines to each Composite school.

(ii) The discretionary lines shall be allocated to the following:

- Business Training Office,
- ESL Assessment,
- Media Resource Teacher,
- Curriculum — implementation, review, design,
- Any advanced, general or basic class or classes.

(iii) The selection of the three (3) discretionary lines shall be made jointly by the Principal and the school's cabinet.

X.0.0.0.5 — Staff Model - Vocational

A. Each Vocational school shall be staffed annually as follows:

(i) a Principal

(ii) (a) one Vice-Principal for a school population of up to 800 students

(b) 1.5 Vice-Principals for a school population of 840 or more students

(c) 2 Vice-Principals for a school population of 1,000 or more students

(d) there will be a tolerance factor of 5% in the staffing of Vice-Principals.

(iii) In a vocational secondary school there will be one (1) Academic Department Head and one (1) Vocational Department Head.

(iv) There shall be an Assistant Head in each of the Vocational school departments.

(v) Each Vocational school will have a minimum of one (1) full-time guidance counsellor. Guidance counsellors will be staffed at a ratio of one (1) counsellor to three hundred (300) students. For each additional fifty (50) students, one (1) staff line will be provided.

(vi) **Library - Staffing** — One (1) full-time teacher-librarian for each Vocational school.

(vii) **LRT Staffing** — One (1) LRT for each Vocational School and .5 LRT for each 25 I.P.R.C. students over the base of 40 to a maximum of two (2).

(viii) **Co-op Staffing** — Co-operative Education Programmes in Vocational Schools will be staffed as follows:

One (1) line for co-op monitoring programme implementation, administration and evaluation shall be assigned for every twelve (12) students enrolled or fraction thereof.

B. (i) Each Vocational school will be staffed **annually** as of September 30th according to the following average class loadings:

- (a) 23 students in a general level academic class.
- (b) 17 students in a basic level academic class.
- (c) 16 students in a vocational technical class.

C. The Board shall endeavour to keep the number of bi-levelled, stacked classes minimum.

A course shall be defined as one subject taught at one grade and one level.

X.0.0.0.6. — Assigned Time

(i) In non-semestered schools and semestered schools (average of two (2) semesters), the maximum assigned time for a teacher will be seventy-five percent (75%) of S.I.T., designated as follows:

(a) Department Head Composite — 12.5% of S.I.T. Departmental Administration, 62.5% of S.I.T. Teaching and other professional duties.

(b) Department Head Vocational — 25% of S.I.T. Departmental Administration, 50% of S.I.T. Teaching and other professional duties.

(c) Assistant Department Head and Teachers — 75% of S.I.T. Teaching and other professional duties.

(ii) In addition to the maximum assigned time in X.0.0.0.6. (i) above, the Principal of a Composite school may assign a teacher to replace absent teachers and to perform occasional supervisory duties as the need arises up to a maximum of five per cent (5%) of S.I.T.

(iii) A teacher who teaches at two (2) schools during the same school day and who is required to travel during the lunch period shall have one (1) unassigned period immediately before or after the lunch period. This unassigned period shall not be in addition to the amount of unassigned time granted in X.0.0.0.6. (i).

X.0.0.0.7. — Effective September 1, 1989:

The maximum teaching load of a teacher totalled for the full school year shall not exceed:

<u>Subject</u>	<u>Assistant Head and Teacher</u>	<u>Heads</u>
English	168	140
Music	156	130
Art	153	127
Science	175	146
Technical Education	131	109
Family Studies	153	127
Other	185	154

X.0.0.0.8 — A. Evaluation and Review Committee

(i) The Board and the Branch Affiliate shall establish a joint committee to evaluate and review this pilot programme during the first semester of the 1989-90 school year.

(ii) The Committee shall consist of:

- 5 representatives of District 8 OSSTF
- 5 representatives of the Board (at least two (2) of whom shall be trustees).

The Chief Negotiators of the two (2) parties shall be observers at Committee meetings.

(iii) No member of either party's table team for Collective Bargaining shall be a member of the Committee.

(iv) The chairmanship of the Committee shall rotate; the Board's representative shall call and chair the initial meeting no later than September 15, 1989.

(v) The Committee shall meet a minimum of eight (8) times prior to February, 1990.

(vi) A report of the Committee shall be presented to a joint meeting of both parties on or before February 1, 1990.

(vii) The Committee may invite additional resource personnel to attend meetings from time to time, and will invite briefs from individuals and groups within the system.

Terms of Reference

(i) Both parties agree that the Committee study shall be separate from formal collective negotiations and both parties will be free to pursue their interest without prejudice under the terms of the School Boards and Teachers' Collective Negotiations Act (Bill 100).

(ii) If the Committee makes any recommendations, they shall not be binding on either party.

(iii) If the Committee makes any recommendations, they shall be accompanied by an estimate of costs.

Committee's Tasks

Monitor and evaluate the Component Staffing Model implemented in the 1989-90 pilot, as to its effect on:

- educational needs of students, classroom instruction,
- delivery of programme and educational services,
- school organization, administration, support services.
- timetabling, course offerings, options sections,
- staff allocations, teacher workloads, class sizes,
- comparison with the traditional staffing model in place in other schools,
- implementation and application across the panel in all secondary schools,
- maximum class size,
- financial implications.

C. Effective October 1989, a simulation of all schools in the secondary panel will be run based on the 1989-90 Component Staffing Model (using enrollment as of September 30th). The results of the simulation will be compared to the present staffing arrangement.

X.0.0.0.9. — In organizing school timetables in the pilot schools for the 1989-90 school year, the Superintendent of Schools and the Principal in implementing X.0.0.0.3. B and X.0.0.0.4. B of the Component Staffing Model shall ensure that:

(i) no individual class is overloaded to the detriment of classroom instruction.

(ii) no individual teacher's maximum teaching load totalled for both semesters is unreasonable given the nature of the assignments and the normal expectations under the Component Staffing Model.

If is further agreed that:

(iii) The Branch Affiliate shall review the preliminary data relating to class size prior to September 30, 1989. A representative of the Branch Affiliate shall meet prior to October 15, 1989, with the Superintendents of Schools and the Principals to review teacher loadings assigned for the 1989-90 school year at the pilot schools.

X.0.0.0.10. — Definition

"Staffed annually" shall mean staffed as of September 30, 1989. This shall not prevent the Board from adding staff on other occasions to meet the needs of increased enrollment in a school.

Delete from 1988-89 Collection Agreement:

- Appendix "C"
- Appendix "D"
- Appendix "E": 1.0.0.0.0.
2.0.0.0.0.
3.0.0.0.0.
4.0.0.0.0.
6.0.0.0.0.

- Letter of Intent #3
- Memo of Agreement under Appendix “D” and “E”
 - 1.0.0.0.0.
 - 2.0.0.0.0.
 - 3.0.0.0.0.
 - 4.0.0.0.0.
- Attachment #1
- Attachment #2

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1989 10 19.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Penner, Rogers, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Beveridge (Superintendent of Curriculum and Special & Educational Services), Orlando (Superintendent of Plant), Kawai (Superintendent of Information Management Services), Sinclair (Superintendent of Human Resources), Forrester (Superintendent of Schools, Areas 1), Ms. Nicholls (Superintendent of Schools, Area 2), Binns (Superintendent of Schools, Area 3), Ms. Gillie (Superintendent of Schools, Area 4), Ms. Rappolt (Assistant Superintendent, Curriculum), Kennedy (Assistant Superintendent, Staffing), Rutledge (Controller), and Mrs. Rogers (Assistant to the Secretary).

The minutes of the last regular meeting of 1989 09 21 and special meeting of 1989 10 10 were adopted as presented.

The Chairman introduced Mr. Alan Baillie, President and Chief Executive Officer of Dalton Insurance Brokers Limited. Having been located in Central Public School since 1980, Dalton Insurance commissioned a local artist, Wilf Lowrey, to produce a pen and ink sketch of the school. Mr. Baillie was pleased to present to the Hamilton Board the first print in this limited edition series.

Mrs. Clarke thanked Mr. Baillie for the honour bestowed upon the Board and assured him the picture would be prominently displayed in the Education Centre.

Dr. Johnston introduced the members to a guest in the audience, Ms. Wang Juzhen representing the China Christian Council and President of the Shanghai Y.W.C.A.

Mr. Rielly read notes of thanks from the Irvine and Woodward families for the Board's expressions of sympathy, and from Jim Watt, a retired elementary school principal, for the Board's retiring gratuity and retirement reception. A letter from the Director of Education at the City of York Board of Education relative to their concern over the release of balloons into the atmosphere was also read to the members.

The notes of thanks were received and ordered filed: the members agreed to table the correspondence from the York Board of Education as Trustee Van Horne indicated she will be preparing two notices of motion that address environmental issues for presentation at the next Board meeting.

Committee reports were presented as follows:

Development Committee — Mr. Allen

Operations Management Committee, regular and special — Miss Cunningham

Personnel & Organization Committee — Mr. Hicks

Moved by Mr. Allen, seconded by Mrs. Deans: That the General Part of the Report of the Development Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the General Part of the Report and Special Report of the Operations Management Committee be adopted.

Mr. Orlando replied to Trustee Deans' question that the teacher training on asbestos has taken place and he was confident the commitment to in-service all staff will be met. Additiional sessions have been scheduled for the latter part of the month for those who were not available to attend the previous sessions.

Mr. Stockwell noted three training sessions for occasional teachers will also be held prior to the end of the month.

The motion was put to a vote and was Carried.

Moved by Mrs. Van Horne, seconded by Mrs. Bishop: That the General Part of the Personnel & Organization Committee be adopted.

Moved in amendment by Miss Cunningham, seconded by Mr. Hicks: That Clause 5(c) of the General Part of the Report of the Personnel and Organization Committee be deleted.

The Chairman ruled the motion would be dealt with in-camera at the conclusion of the public portion of the meeting as it had the potential to affect negotiations and salaries.

The motion to adopt the Report, excluding clause 5(c), was put to a vote and was Carried.

Moved by Mrs. Baskin, seconded by Mr. Mulholland: That the policy regarding trustee honorarium be amended to read "yearly, at the December meeting of the new Board".

Trustee Baskin explained this action is to clarify the present policy by specifying the time for considering adjustments.

The motion was put to a vote and was Carried.

Moved by Mr. Stewart, seconded by Mrs. Van Horne: That this Board provide a designated smoking area within each of its buildings.

Trustee R. Stewart explained the intention of his motion is to address how the Board treats people. He felt that sending people outside the buildings splinters the team building concept. On humanitarian grounds, he asked the Board to provide a place in each of its buildings for people who wish to smoke.

Trustee Hicks spoke in opposition to the motion and highlighted past action and debates by this Board on the same issue. He emphasized the health aspect, the ventilation problems that represent considerable costs in order to be effective, the surveys that indicate the no-smoking policy is reducing staff and student smoking, and the role education plays in fostering an environment that discourages the use of tobacco. He urged the trustees not to take a step backwards by allowing a serious health hazard back into the schools.

Trustee Korz spoke in opposition to the motion based on responses to a questionnaire he distributed to school staff in his Ward and which showed a designated smoking area within the buildings was not supported by the majority. Trustee Detwiler also voiced her objection to the motion.

Trustee Deans supported the motion commenting that, until a smoke-free society is achieved, those who choose to smoke should be treated in a fair manner.

Trustee Johnston stated he believed nicotine to be a psycho-active drug that reduces productivity and is costly both to the nation and to the individual.

Trustee R. Stewart concluded by saying this motion is an attempt to alter the negative image created by sending people outside to smoke.

The motion was put to a vote and was Lost.

FRENCH LANGUAGE SECTION

Presentation of the Report of the French Language Section — Mr. Paquin.

Moved by Mr. Paquin, seconded by Mrs. Barker: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Moved by Miss Cunningham, seconded by Mr. Penner: That the Elementary/Secondary part of the Report of the Operations Management Committee be adopted. Carried.

Moved by Mr. Hicks, seconded by Mr. Kennedy: That the Elementary/Secondary Part of the Report of the Personnel & Organization Committee be adopted.

Trustee Hicks noted the resignation for the purpose of retirement for Jim Forrester, Superintendent of Schools, Area 1, and highlighted his outstanding career as an educator. On behalf of the trustees, he thanked Mr. Forrester for the innovative ideas and vision of the future that he has contributed to this Board.

The motion was put to a vote and was Carried.

The Board then met in-camera and the following motions resulted:

Moved in amendment by Miss Cunningham, seconded by Mr. Hicks: That Clause 5(c) of the General Part of the Report of the Personnel and Organization Committee be deleted. Lost.

Moved by Mrs. Deans, seconded by Canon Rogers: That Clause 5(c) of the General Part of the Report of the Personnel and Organization Committee be approved. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Rogers and Clarke.

Also Present: Trustees Barker, Baskin, Deans, Hicks, Johnston, Kennedy, Korz, Mulholland, Paquin, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special & Educational Services), R. Binns (Superintendent of Schools, Area Three), R. Orlando (Superintendent of Plant), B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the information received through viewing the video on asbestos, loaned by CUPE Local 1344, be accepted.

Respectfully submitted,

MARGARET CUNNINGHAM,

Chairman.

Board Room,
1989 09 21.

**REPORT OF THE
FRENCH LANGUAGE SECTION
Tenth Report**

Present: Trustee Paquin (Chairman); Trustees Barker and Desmarais.

Officials Present: R. Lavoie (Superintendent of Schools — French as a First Language).

The Section recommends:

1. That the following recommendations of the Director of Education be approved:

(a) That the following staff members at G. P. Vanier Secondary School be confirmed in the position stated, effective 1989 09 01:

Henri Bigras, Vice-Principal

Marc Gaulin, Head of Department (Geography)

(b) That the following trip request be approved:

(i) G. P. Vanier, Grades 11-13, Outdoor Education, Kelso Conservation Area, 1989 10 13-15 (Friday to Sunday)

(c) That the appointment of Francois Benoit, Consultant (French Language Curriculum), be extended, effective 1989 09 01 to 1990 08 31.

Respectfully submitted,

HUBERT PAQUIN,
Chairman.

Committee Room,
1989 10 03.

**REPORT OF THE
DEVELOPMENT COMMITTEE
Tenth Report**

Present: B. Allen (Chairman); Trustees Barker, Deans, Kennedy, Korz, A. Stewart and Clarke.

Also Present: Trustees Bishop, Detwiler, Hicks, Johnston, Lowe, Mulholland, Penner, Rogers, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Kawai (Superintendent of Information Management Services), N. Nicholls (Superintendent of Schools, Area 2), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), R. Lavoie (Superintendent of Schools - French as a First Language), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services).

The Committee recommends:

GENERAL

1. That the report re Option Choices - Smaller Secondary Schools be received for information.
2. That the report re Middle School - A Strategic Plan for the 90's be received for information.
3. That the verbal updates regarding the Race Relations document "Towards Race Relations and Ethnocultural Equity, A Working Paper" and the presentation to the Watson Inquiry, be received for information.
4. That the following recommendations from the Drug and Alcohol Abuse update be approved:
 - (i) That the update re Drug and Alcohol Abuse be received for information.
 - (ii) That the Board of Education for the City of Hamilton approve the submission of the proposed "Developing A Primary Prevention Drug Abuse Staff In-Service Plan" to the Ontario Ministry of Education.

(iii) That the Board of Education for the City of Hamilton support the C.O.D.E. Program from the Canadian Association of Chiefs of Police and that their videos be shown in our schools.

5. That Trustee Clarke represent the Board of Education for the City of Hamilton as a voting delegate at the Ontario Public School Boards' Association Southern Regional meeting on 1989 10 10 and that Trustee Van Horne represent the Board of Education for the City of Hamilton as a voting delegate at the continuation of the Ontario Public School Boards' Association Annual General meeting on 1989 10 14.

Respectfully submitted,

B. ALLEN,
Chairman.

Board Room,
1989 10 05.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
Tenth Report**

Present: M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Baskin, Deans, Hicks, Johnston, Kennedy, Korz, Mulholland, Paquin, R. Stewart and Van Horne.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), R. Orlando (Superintendent of Plant), N. Nicholls (Superintendent of Schools, Area 2), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), B. Sinclair (Superintendent of Human Resources), R. Kawai (Superintendent of Information Management Services), J. Yurkiw (Assistant Superintendent, Special Services), R. Kennedy (Assistant Superintendent, Staffing), S. Rogers (Assistant to the Secretary).

GENERAL

1. That the following recommendations regarding asbestos be approved:

(a) That the board endorse the action of the Superintendent of Plant in carrying out the additional asbestos repairs at a cost of \$450,000.

(b) That the Board authorize the Superintendent of Plant to continue with the present asbestos program for the balance of the calendar year at an estimated cost of \$200,000.

(c) That the Superintendent of Plant provide updates on the asbestos program on a regular basis to the Operations Management Committee.

2. That the Hamilton Board of Education contact the Ontario Public School Boards' Association by letter detailing our asbestos problem and request that the matter be placed on the agenda of the appropriate standing committee for discussion and that Chairman M. C. Clarke be invited to present the Board's case.

3. That the report on Short Term Investments be received for information.

4. That the report on Cash Flow be received for information.

5. That the working drawings for Elizabeth Bagshaw (formerly Albion) School be approved and that the Superintendent of Plant be authorized to proceed to tender this project including the removal of asbestos.

6. That the following recommendation from the Metropolitan Toronto School Board regarding Bill 208, Amendments to the Occupational Health and Safety Act be approved:

(a) That representation be made to the Ministers of Labour and Education requesting that School Boards be given the opportunity to:

(i) participate in the review process of Bill 208;

(ii) initiate a process to establish a separate Regulation for schools and other educational institutions; and

(iii) support the establishment of a sector specific safety association for educational institutions.

7. That the following report of the Special Education Advisory Committee be approved:

(a) That the Accessibility Report 1989-90 be received for information.

ELEMENTARY/SECONDARY

1. That the following recommendation of the Director of Education be approved:

(a) That the following trip requests be approved:

(i) G.H.A.C. Reps. - Girls' Field Hockey, Grades 9-13, St. Catharines, 1989 11 02-04 (Thursday to Saturday)

(ii) G.H.A.C. Reps. - Boys' "AA" Volleyball, Grades 9-13, Welland, 1989 11 24-25 (Friday to Saturday)

(iii) G.H.A.C. Reps. - Swimming, Grades 9-13, Etobicoke, 1990 03 02-03 (Friday to Saturday)

(iv) G.H.A.C. Reps. - Girls' "AA" Volleyball. Grades 9-13. Mississauga, 1990 03 08-09 (Thursday to Friday)

(v) G.H.A.C. Reps. - Girls' "AAA" Volleyball. Grades 9-13. Woodbridge, 1990 03 08-09 (Thursday to Friday)

(vi) G.H.A.C. Reps. - Boys' Hockey. Grades 9-13. Kitchener. 1990 03 22-24 (Thursday to Saturday)

(vii) G.H.A.C. Reps. - Boys' Soccer. Grades 9-13. Mississauga. 1990 05 31-06 02 (Thursday to Saturday)

(viii) Barton and Westdale. Grade 12. Niagara Falls. Canada and U.S.A., 1989 10 25 (Wednesday)

(ix) Glendale. Grades 12-13. History. Boston. 1989 10 25-28 (Wednesday to Saturday)

(x) Sir Winston Churchill. Grades 11-12. New York City. New York, 1989 12 19-21 (Tuesday to Thursday)

(xi) Westdale. Grades 10-13. New York City. New York. 1989 11 30-12 03 (Friday to Sunday)

(xii) Adelaide Hoodless. Grades 6-8. Ottawa. 1990 05 09-12 (Wednesday to Saturday)

(xiii) Chedoke. Grade 8. Quebec City. Quebec. 1990 05 09-12 (Wednesday to Saturday)

(xiv) Chedoke. Grade 8. Ottawa. 1990 05 09-11 (Wednesday to Friday)

(xv) Ryerson. Grade 8. French Immersion. St. Donat. Quebec, 1990 01 07-10 (Sunday to Wednesday)

(xvi) Hill Park. Grades 9-10. St. Donat. Quebec. 1990 02 14-17 or 1990 02 21-24 (Wednesday to Saturday)

(xvii) Sir Allan MacNab. ENG 3G5/3A5. CKVR TV Station. Barrie, 1989 10 23 (Monday)

(xviii) Bennetto. Grades 6-8. Outdoor Education. Camp Wanakita, 1990 01 17-19 (Wednesday to Friday)

(xix) George L. Armstrong, Grade 8, Quebec City, Quebec
1990 02 21-24 (Wednesday to Saturday)

ADDENDUM

The following motion was considered at the 1989 10 10 meeting of the Operations Management Committee and was LOST:

GENERAL

1. That clause 1(b) be amended to read \$250,000:

Respectfully submitted,

Board Room,
1989 10 10.

M. CUNNINGHAM,
Chairman.

**REPORT OF THE
PERSONNEL AND ORGANIZATION COMMITTEE
Tenth Report**

Present: W. Hicks (Chairman); Trustees Baskin, Johnston, Mulholland, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Barker, Bishop, Cunningham, Deans, Desmarais, Detwiler, Kennedy, Lowe, Penner and Rogers.

Officials Present: K. A. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Kawai (Superintendent of Information Management Services), R. Orlando (Superintendent of Plant), R. Kennedy (Assistant Superintendent, Staffing), G. Rappolt (Assistant Superintendent, Curriculum), J. Yurkiw (Assistant Superintendent, Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That John Moffat be appointed to the position of Secondary School Foreman (Administrative Category 14 - maximum \$36,741 per annum), with a one year probationary period, effective 1989 10 02, with salary according to the salary schedule.

(b) That the resignation of Ramona Fuller, Cleaning Staff, for the purpose of retirement, effective 1989 11 30, be accepted with regret and that the Board's gratuity be paid.

(c) That the effective date of the resignation for the purpose of retirement of Elizabeth Adams, Cleaning Staff, approved at the July Board meeting, be changed from 1990 01 31 to 1989 12 31.

(d) That the resignation of Hazel O. Shand, Cleaning Staff, effective 1989 09 14, be accepted.

(e) That the resignation of Joanne Pitilli, Clerical Staff, effective 1989 10 06, be accepted with regret

(f) That the following be confirmed in the positions as stated, effective as shown:

Brian Clarke, Programmer, Computer Services, 1989 10 03

Sue Troncho, Speech/Language Pathologist, 1989 10 03

Sheryn Ricker, Psychological Consultant .4, 1989 10 01

(g) That the request of Lesley Cunningham, Adjustment Consultant, for a Maternal Leave of Absence, effective 1990 01 08 to 1990 05 04, in accordance with the Employment Standards Act, and to be followed by a Personal Leave of Absence effective 1990 05 07 to 1990 06 29, be granted.

(h) That Catherine Bent, Caretaking Staff, be returned from a Maternal/Personal Leave of Absence, effective 1989 10 11.

(i) That Jacqueline Nawrocky, Developmental Specialist (Administrative Staff), be returned from a Maternal Leave of Absence, effective 1989 09 25.

(j) That the following be appointed to the probationary Clerical Staff (Category C - maximum \$452.00 per week), effective as shown, with salary according to the salary schedule:

Barbara Beattie, 1989 10 10

Frances Bradley, 1989 10 10

April Ingrahm, 1989 10 16

(k) That John Vasilyadis be appointed to the position of Mechanical/Electrical Draftsperson, Plant Department, Administrative Category 21 (under review) (maximum \$31,733 per annum) with a one year probationary period, effective 1989 10 30, with salary according to the salary schedule.

(l) That Debbie Despres be transferred from the Secondary School Clerical and Secretarial Staff (OPEIU) to the position of Training Assistant, Computer Services (Category E - maximum \$514.00 per week) (non-union clerical staff), effective 1989 10 16, with salary according to the salary schedule.

(m) That the request of Mary Davis, Clerical Staff, for a Personal Leave of Absence, effective 1989 12 04 to 1990 01 05, be granted.

2. That the following recommendations regarding the Travel Allowance Schedule, September 1989, be approved:

(a) That the present travel allowance schedule be increased by 6 percent, effective 1989 09 01, at an estimated annual cost of \$11,900.

	September 1989
Supervisory Foreman	\$1,724
Maintenance Foreman	1,724
Supervisor of Maintenance	1,724
Manager - Caretaking Services	1,500
Consultants - Adjustment Services	1,374
Social Worker - Alternative Education	1,309
Adjustment Consultant	1,374
Co-ordinator - Special Education	1,374
Consultant - Special Education	1,374
Chief Psychologist	1,374
Consultant - Psychological Services	1,374
Director of Education and Secretary	1,286
Consultant - Co-op Education	1,181
Assistant Superintendents, Controller	1,181
Co-ordinators	1,181
Superintendents	1,181
Associate Director of Education	1,181
Area Supervisors	1,181
Principal of Continuing Education	1,181
Staff Assistants, Buildings	1,053
Special Assignment Teacher	1,053
Programme Leader/Staff Development	1,053
Consultants (full-time)	1,053
Itinerant Teachers - Speech, Homebound	1,053
Communication Resource Teacher	1,053
Teacher - Limited Vision	1,053
Gifted Learning Resource Teachers	1,053
Speech Language Pathologist	1,053
Outdoor Education Resource Teacher	1,053
Sports Convenor	1,053
Administrative Assistants to the Director and Superintendents	925
Co-ordinator, Occupational Health and Safety	925
Manager - Engineering & Maintenance	925
Information Officer	925
Technical Assistant - Audio Visual	798

Counsellors - Vocational	766
Work Experience Programme	766
Administrative Assistants, 2 schools	704
Audio Visual Technician	704
Internal Auditor	704
Manager, Property and Insurance	639
Manager, Financial Services	639
Manager, Special Projects and Audit	639
Budget Manager	639
Purchasing Manager	639
Teachers, 2 or 3 moves per day	575
Systems Supervisor	543
Manager of Computer and Technical Services	543
Manager, Collective Bargaining Services	543
Accounting Supervisor	543
Research Supervisor	543
Social Worker, Compensatory Education	543
Consultants - Part-Time	512
Principal of Two Schools	512
Office Assistant, Computer Education	512
Assistant Sports Convenor	512
Educational Assistants - Speech Aides	512
Teachers, 1 move per day	413
Principal's Assistants and Teachers in more than one school	413
English as a Second Language	413
School Secretaries, 2 schools	383
Educational Assistants, 2 schools	383
Science Technician	383

(b) That the casual rate of reimbursement for Staff Members using cars on Board Business be increased from 37 cents (22.9 cents per km) to 40 cents per mile (24.8 cents per km).

3. That the following reports on Trustee Remuneration be received for information:

- Honorarium
- Travel Allowance
- Personnel Training
- Group Benefit Plan

4. That the third quarterly Personnel Training Report for 1989 be received for information.

5. That the following recommendations relative to Pay Equity and the Administrative Salary Schedule be approved:

(a) (i) That the present salary classification systems for NUCA (Non-Union Clerical Association), categories AB to G, and Administration categories 25 to 1 be discontinued effective 1990 01 01.

(ii) That the salary classification structure recommended by Touche Ross consisting of salary grades, each representing a fifty point range on the Job Evaluation Plan, be established effective 1990 01 01.

(iii) That jobs be assigned to the new salary grades effective 1990 01 01 as a result of job evaluation and to coincide with the posting of Pay Equity Plans.

(b) That effective 1990 01 01 red-circling be accepted for Administrative and Non-Union Clerical job classes which are projected to be overpaid under the new salary grade system.

(c) That the Hamilton Board of Education approve a salary structure effective 1990 01 01 which works towards achieving internal equity for non-unionized and unionized clerical and secretarial employees, administrative staff and educational assistants.

(d) (i) That Administrative staff, categories 25 to 1, receive an across-the-board increase effective 1989 09 01 in the amount of 5.97% to produce the following schedule: (see pages 381, 382 & 383)

(ii) That the improved benefits for the Administrative Staff include:

- Vision Care - \$150/2 years
- Dental Care - effective 1990 01 01 - 90% reimbursement for Basic Services and 75% reimbursement for Endodontics and Periodontics.
- That under the present Group Life Insurance Plan administrative employees shall pay, effective 1989 09 01, the full premium cost of Optional Dependent's Group Life Insurance - \$20,000 - spouse; \$7,500 - each dependent child.
- **Retiree Benefit Package** - The benefits under the Extended Health Plan for a retiree shall be limited to \$15,000 during the entire period of the member's coverage.
- Subject to the approval of the insurance carrier, the spouse of a deceased employee may have the option of retaining benefit coverage at the spouse's own cost under the O.H.I.P., Semi-Private Hospital Care, Extended Health and Dental Plans under the following conditions:

The spouse must elect to retain coverage within thirty-one (31) days of the date of death of the deceased employee.

Coverage shall remain in effect for a maximum of one year from the date of death of the deceased employee. Coverage shall be cancelled the first day of the month following the spouse's 65th birthday or upon remarriage.

The spouse shall pay to the Board in advance the full annual cost of the coverage; otherwise the coverage shall be cancelled.

If the spouse withdraws from coverage at any time, then the spouse will be ineligible to re-enroll in coverage.

(iii) That effective 1989 09 01, the Chief Psychologist be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$54,345
1	66,961
2 or more	70,126

(iv) That effective 1989 09 01 a 5.97% salary increase be applied to the Community School Leader (Continuing Education) salary scale to produce the following schedule:

Years of Experience	Salary
0	\$26,679
1	27,791
2	28,902
3	30,014
4	31,126
5	32,237
6	33,349
7	34,460
8	35,572
9	36,684
10	37,795

(e) That the Lunchroom Supervisors be granted 53 cents per hour increase effective 1989 09 01 and Cafeteria Supervisors be granted 50 cents per hour increase effective 1989 09 01 to produce the following rates of pay:

Cafeteria Supervisors (Secondary and Vocational)

Minimum	\$8.38 per hour
Maximum (after one year on probationary staff)	8.78 per hour

Lunchroom Supervisors

Minimum	\$8.97 per hour
Maximum (after one year on probationary staff)	9.37 per hour

ADMINISTRATIVE SALARY SCHEDULE EFFECTIVE SEPTEMBER 1, 1989 UNTIL AUGUST 31, 1990

Category	Position	Minimum	1 Year	2 Years	3 Years	4 Years
25	Developmental Specialist	\$21,348	\$22,089	\$22,830	\$23,572	\$24,314
24	Equipment Repair Technician II Safety Technician Stage Technician Science Technician (pro-rated - 10 month)	27,052	27,942	28,831	29,720	30,609
21	Administrative Assistant (Media Services) Inspector/Draftsperson Research Librarian Accounting Analyst Audio Visual Technician Procedures and Forms Co-ordinator Equipment Repair Technician Section Leader, Office of the Secretary of the Board Lunchroom Co-ordinator Information Assistant	30,070	30,960	31,849	32,738	33,627
19	Secretary to the Director Buildings Analyst Personal Computing Co-ordinator	32,093	32,982	33,871	34,760	35,649
17	Financial Analyst Accounts Payable Supervisor Administrative Assistant - Secondary Schools Assessment Supervisor Sports Convenor Career Counsellor	34,156	35,045	35,934	36,824	37,713

Category	Position	Minimum	1 Year	2 Years	3 Years	4 Years
15	Technical Assistant - Audio Visual Buyer	34,492	35,382	36,271	37,161	38,050
	Programmer					
	Supervisor - Administrative Services					
	Research Assistant (Statistics)					
	Collective Bargaining Analyst					
	Employment Officer					
	Computer Equipment Co-ordinator					
	Supervisor, Training Support Services					
14	Assistant to the Secretary of the Board	35,377	36,267	37,156	38,045	38,934
	Maintenance Foreman					
	Grounds Foreman					
	Education Centre Foreman					
	Secondary School Foreman					
	Program Leader, Child Care					
12	Senior Programmer	36,853	37,743	38,632	39,522	40,411
	Equipment Repair Supervisor					
	Methods and Communications Analyst					
11	Budget Analyst	37,937	38,938	39,938	40,939	41,940
	Supervisory Foreman					
	Supervisor of Maintenance					
	Assistant, Staff Development					
	Personnel Analyst					
	Personnel Assistant					
	Affirmative Action Co-ordinator					
	Pay Equity Co-ordinator					
10	Supervisor of Transportation	39,695	40,696	41,696	42,696	43,697
	Programmer Analyst					
	Co-ordinator Occupational Health & Safety					

Category	Position	Minimum	1 Year	2 Years	3 Years	4 Years
9	Information Officer Librarian (Education Centre) Senior Accounting Analyst	41,381	42,382	43,382	44,382	45,383
7	Payroll Supervisor Internal Auditor Programming Supervisor (Computer Services) Supervisor of Systems Program Research Analyst	44,120	45,120	46,120	47,121	48,121
6	Staff Assistant, Engineering Manager - Special Projects and Audit	46,858	47,859	48,860	49,860	50,860
5	Manager - Property and Insurance Purchasing Manager Accounting Supervisor Manager - Caretaking Services	49,468	50,857	52,246	53,636	55,026
4	Budget Manager Manager - Maintenance & Engineering Manager - Financial Services	53,941	55,330	56,719	58,109	59,499
3	Manager of Computer and Technical Services	56,372	57,761	59,150	60,541	61,930
1	Manager, Collective Bargaining Services	71,258	72,648	74,038	75,427	76,817

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That Robert Churchill be appointed to the Probationary Staff, effective 1989 10 20 (.5), with salary according to schedule (elementary).

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Isabel Almeida, 1989 10 03 to 1990 01 31 (4/6) (secondary)
Kathryn Archer, 1989 09 18 to 1990 01 12 (elementary)
Thomas Duncan, 1989 10 10 to further notice (secondary)
Franciska Daines, 1989 09 21 to 1990 02 02 (elementary)
Maureen Eitel, 1989 10 12 to 1990 03 05 (elementary)
Patricia Kaine, 1989 09 12 to further notice (.5) (elementary)
Donald Krouse, 1989 09 20 to further notice (secondary)
Maureen McKenna, 1989 10 02 to 1989 12 21 (elementary)
Louise Morissey, 1989 09 27 to 1990 01 30 (secondary)
Nicolina Perkins, 1989 09 06 to 1989 12 21 (elementary)
Janice Thompson, 1989 09 05 to 1989 09 22 (1.0) (elementary)
1989 09 25 to 1989 10 06 (.5)
Bernice Watts, 1989 09 14 to 1989 10 27 (elementary)
Patricia Adam, 1989 10 02 to further notice (elementary)
Anthony Black, 1989 09 22 to further notice (secondary)
Brian Bowman, 1989 09 07 to further notice (secondary)
Thomas Leavitt, 1989 09 07 to further notice (secondary)
Diane Nishizaki, 1989 09 06 to further notice (.5) (elementary)
Stephen Potter, 1989 09 21 to further notice (secondary)
Maureen Selman, 1989 10 23 to 1990 02 16 (elementary)
Radia Younes, 1989 09 21 to 1989 10 06 (1.0) (secondary)
1989 10 10 to further notice (.667)

(c) That the following be appointed to the probationary Educational Assistant Staff, effective as shown, with wage rate according to the Collective Agreement:

Anna Battista, 1989 10 02
Ida Beam, 1989 10 10
Janet Cameron, 1989 09 25
Kimberley Daly, 1989 10 02
Marilyn Gowling, 1989 09 18
Debra Faulds, 1989 10 02

Kathy Greenaway, 1989 09 18
Leanne Huegel, 1989 09 18
Sharron Hatoski, 1989 09 27
Debbie Inglehart, 1989 10 02
Sonia Kirschen, 1989 10 02
Gordon Marsh, 1989 09 21
Linda Page, 1989 10 02

(d) That the following be appointed to the probationary Elementary School Clerical and Secretarial Staff, effective as shown, with salary according to the salary schedule:

Beverley Lisso, 1989 09 18 (10 month employment)
Wendy Haartman, 1989 10 02 (.3) (10 month employment)
Patricia Thur, 1989 10 02 (.5) (10 month employment)

(e) That the effective date of appointment for Susan Longland, Educational Assistant Staff, approved at the September meeting of the Board, be changed from 1989 09 11 to 1989 09 08.

(f) That the assignment of Joseph Trovato (Behavioural Program Consultant) be extended, effective 1989 09 01 to 1990 06 30.

(g) That the appointment of Leann Yarwood to Special Assignment Teacher - Areas 4 and 5, be extended effective 1989 09 01 to 1990 06 30 (secondary).

(h) That the resignation of James Forrester, Superintendent of Schools - Area 1, who is retiring on superannuation, effective 1990 06 30, be accepted with regret, and that the Board's gratuity be paid.

(i) That the resignation of Graham Rees, who is retiring on superannuation, effective 1989 11 30, be accepted with regret, and that the Board's gratuity be paid (secondary).

(j) That the resignation of Bertha L. Davidson, Educational Assistant Staff, effective 1989 09 05, be accepted with regret.

(k) That the request of Ellen Pente for a Maternal Leave of Absence, effective 1989 10 04 to 1990 01 30, be granted in accordance with conditions governing Maternal Leave (secondary).

(l) That the requests of the following teachers for Maternal Leaves of Absence be granted in accordance with conditions governing Maternal Leave and that these Leaves be followed by Leaves of Absence for Personal Reasons, effective as shown:

Lynn Cowden, 1989 11 06 to 1990 03 16 (elementary)
Patrizia Vitucci-DiSanto, 1990 02 01 to 1990 08 31 (secondary)

(m) That Lynn DiFrancesco, Secondary School Clerical and Secretarial Staff, be returned from a Maternal Leave of Absence, effective 1989 09 25.

(n) That the requests of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

Norma Ducau, 1990 02 01 to 1990 08 31 (secondary)
Alan Kingston, 1990 02 01 to 1991 01 31 (secondary)
James Warren, 1989 10 03 to 1990 01 31 (2/3) (secondary)

(o) That the request of Marcia Stevenson for an extension of her Personal Leave of Absence, effective 1989 09 01 to 1990 08 31, be granted (elementary).

(p) That the request of Gwen Filice, Secondary School Clerical and Secretarial Staff, for a Personal Leave of Absence, effective 1989 11 20 to 1990 01 26, be granted.

(q) That the request of Eileen Runchey, Educational Assistant Staff, for a Personal Leave of Absence, effective 1989 09 05 to 1990 01 05, be granted.

(r) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Julie Beattie, 1989 09 01 (.5) (elementary)
Janis Leyzer, 1989 10 30 (secondary)
Leys Malpass, 1989 09 01 (secondary)
Donna Pitt, 1989 10 30 (elementary)

(s) That the timetables of the following teachers be increased, effective as shown:

Karen Bernyak-Bouwman, from .5 to .7, 1989 09 25 (elementary)
from .7 to 1.0, 1989 09 27
Sharon Oulahen, from .5 to .6, 1989 09 18 (elementary)

(t) That the timetables of the following teachers be increased, effective 1989 09 01:

Zaitoon Adatia, from 4/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
Brenda Agostini, from .5 to 1.0 (elementary)
Elaine Aikman, from .7 to .9 (elementary)
Jane Arthrell, from .4 to .5 (elementary)
Barbara Bentham, from .5 to 1.0 (elementary)
William Berendt, from 4/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
Debra Berry, from 4/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
Sheila Bharath, from .5 to 1.0 (elementary)
Penny Binns, from .5 to 1.0 (elementary)
Karen Brejak, from .5 to 1.0 (elementary)
Corinne Brown, from 3/6 to 4/6 (2/3 Sem. 1 and 2) (secondary)
Helen Brown, from .5 to 1.0 (elementary)
Helen Cambridge, from .9 to 1.0 (elementary)
Anne Cliffe, from .5 to .7 (elementary)
Flora Cocolakis, from .5 to 1.0 (elementary)
Patricia Cudmore, from .5 to 1.0 (elementary)
Dianne Currie, from 4/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
Brenda Dagg, from .8 to 1.0 (elementary)
Lynne Davies, from .5 to 1.0 (elementary)
Ghislaine Dean, from 3/6 to 4/6 (1/3 Sem. 1, F.T. Sem. 2)
(secondary)
Lynn Domenici, from .5 to 1.0 (elementary)
Norma Ducau, from 4/6 to 6/6 (F.T. Sem. 1, Per. Leave Sem. 2)
(secondary)
Heather Dyer, from .8 to 1.0 (elementary)
Susan Garlough, from .5 to 1.0 (elementary)
Leda Guidotto, from .7 to 1.0 (elementary)
Lorna Hampson, from .5 to 1.0 (elementary)
Georgia James, from .6 to .7 (elementary)
Janet Jessop, from .5 to 1.0 (elementary)
William Jorritsma, from .5 to 1.0 (elementary)
Patricia Kadechuk, from .5 to 1.0 (elementary)
Barbara Lam, from .5 to .6 (elementary)
Donna Marchand, from .5 to .7 (elementary)
Wendy Martin, from .2 to .4 (elementary)
Patti McMaster, from .7 to 1.0 (elementary)
Zina Miller, from 4/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
Catherine Munro, from 4/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
Jo-Anne Nicholas-Ray, from .5 to 1.0 (elementary)
Carol Palombella, from .5 to 1.0 (elementary)
Vesna Pankerichan, from 4/6 to 6/6 (F.T. Sem. 1 and 2)
(secondary)

Nancy Parkhill, from .8 to .9 (elementary)
Margaret Parsons, from .5 to 1.0 (elementary)
Rebecca Post, from .5 to .6 (elementary)
Ene Readyhough, from 2/6 to 4/6 (F.T. Sem. 1, 1/3 Sem. 2)
(secondary)
Sharron Reed, from .5 to 1.0 (elementary)
Norma Ridge, from .7 to 1.0 (elementary)
Heidemarie Rinas, from 1/6 to 2/6 (2/3 Sem. 1 only) (secondary)
Jeannette Ryan, from .7 to 1.0 (elementary)
Katherine Scarth, from 3/6 to 4/6 (2/3 Sem. 1 and 2) (secondary)
Mary Scime, from .5 to 1.0 (elementary)
Brenda Sinclair, from .5 to 1.0 (elementary)
Elaine Smith, from 3/6 to 4/6 (2/3 Sem. 1 and 2) (secondary)
Karen Snell, from .5 to 1.0 (elementary)
Pamela Stansfield, from .5 to 1.0 (elementary)
Kathryn Starodub, from 4/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
Barbara Thoman, from .5 to .7 (elementary)
Elsie Thorn, from 4/6 to 6/6 (F.T. Sem. 1 and 2) (secondary)
Nicholas Tsuluca, from .5 to 1.0 (elementary)
Elizabeth Visentin, from .5 to .7 (elementary)
Leslie Wallace, from .5 to 1.0 (elementary)
Susan Woodland, from 3/6 to 4/6 (1/3 Sem. 1, F.T. Sem. 2)
(secondary)

(u) That the timetables of the following teachers be decreased, effective 1989 09 01:

Patricia Ashton, from 6/6 to 4/6 (2/3 Sem. 1 and 2) (secondary)
Lyn Baillie, from 6/6 to 4/6 (2/3 Sem. 1 and 2) (secondary)
Theresa Cardey, from .7 to .5 (elementary)
Lisa Clarke, from 1.0 to .5 (elementary)
Lynn Coulson-Hallas, from 1.0 to .6 (elementary)
Irene Dewar, from 1.0 to .5 (elementary)
Dina Diadamo, from .7 to .5 (elementary)
Gabrielle Difrancesco, from .8 to .5 (elementary)
Diana Goessinger, from 1.0 to .5 (elementary)
Jeanelle Horlacher, from 1.0 to .5 (elementary)
Marjorie Howden, from 1.0 to .5 (elementary)
Esther Hurden, from 1.0 to .4 (elementary)
Pamela Kovacek, from .6 to .5 (elementary)
Nora Majik, from 1.0 to .5 (elementary)
Elizabeth Matthews, from .8 to .5 (elementary)
Mary Lou Mauro, from 1.0 to .5 (elementary)
Katherine Pelletier, from .7 to .5 (elementary)
Louise Quinn, from 1.0 to .5 (elementary)
Christine Tartaglia, from 1.0 to .5 (elementary)
Gloria Woodruff, from 1.0 to .5 (elementary)

(v) That the following teachers be appointed to the Probationary Staff, effective 1989 10 20, with salaries according to schedule:

Helen Charalambopoulos (secondary)

Richard MacKinnon 2/6 (2/3 Sem. 1 only) (secondary)

(w) That the following be appointed to the probationary Educational Assistant Staff, effective as shown, with wage rate according to the Collective Agreement:

Janet Brooks, 1989 10 10

Heather Bull, 1989 10 10

Karen Galer, 1989 10 16

Marie Huizingh, 1989 10 10

Linda Lee, 1989 10 10

Rose Raspopov, 1989 10 12

Carol Kremyr, 1989 10 05

(x) That Thelma McLaughlin be appointed to the probationary Elementary School Clerical and Secretarial Staff, effective 1989 10 10, with salary according to the salary schedule (10 month employment).

(y) That Sandra Falloon be appointed to the probationary Secondary School Clerical and Secretarial Staff, effective 1989 10 12, with salary according to the Collective Agreement (OPEIU).

(z) That the resignation of Gerald Hobson, Principal, who is retiring on superannuation, effective 1989 12 31, be accepted with regret, and that the Board's gratuity be paid (elementary).

(aa) That the resignation of Marion Willis, Elementary School Clerical and Secretarial Staff, for the purpose of retirement, effective 1989 12 31, be accepted with regret and that the Board's gratuity be paid.

(bb) That Catherine Coady be transferred from the Educational Assistant Staff (OPEIU) to the position of Elementary School Library Clerk (Category A-B - maximum \$402.00 per week) (non-union clerical staff), effective 1989 10 16, with salary according to the salary schedule (10 month employment).

2. That the following Requests re the "Four Over Five" Plan be approved:

(a) That approval be granted for the request of Barbara Ormond for a Leave of Absence under the Salary Holdback Plan ("Four Over Five"), of the 1989-1990 Secondary School Collective Agreement, for one semester of the 1991-1992 school year, effective 1992 02 01 to 1992 06 29.

(b) That approval be granted for the request of Karen Tsuji for a Leave of Absence under the Salary Holdback Plan ("Four Over Five"), of the 1989-1990 Elementary School Collective Agreement, for the 1993-1994 school year, effective 1993 09 01 to 1994 06 29.

(c) That approval be granted for the request of Gordon Stevens for a Leave of Absence under the Salary Holdback Plan ("Four Over Five"), of the 1989-1990 Secondary School Collective Agreement, for one semester of the 1991-1992 school year, effective 1992 02 01 to 1992 06 29.

Respectfully submitted,

W. HICKS,
Chairman.

Board Room,
1989 10 12.

ADDENDUM

The following motion was considered at the October meeting of the Personnel & Organization Committee held on 1989 10 12 and was LOST:

GENERAL

1. That Clause 2 (b) be amended to 41 cents per mile (25.63 cents per km).

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1989 11 02.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Barker, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Johnston, Kennedy, Korz, Mulholland, Paquin, Penner, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Sinclair (Superintendent of Human Resources), J. McLeish (Chief Negotiator), V. Meli and Ms. Russon (Collective Bargaining), and Mrs. Rogers (Assistant to the Secretary).

GENERAL

The special meeting of the Board was called to order to consider the Report of the Salary Committee relative to the agreements reached with the Non-union Clerical Association and the Association des enseignantes et des enseignants franco-ontariens, Hamilton Secondary Unit.

Moved by Mrs. Van Horne, seconded by Dr. Johnston: That the General Part of the Report of the Salary Committee be adopted.

Trustee Deans declared a possible conflict of interest related to the A.E.F.O. agreement and stated she would not debate nor vote on that part of the Report. She requested that the clauses in the Report be voted on separately.

Clause 1 of the General Part of the Report of the Salary Committee was put to a vote and was Carried.

Clause 2 of the General Part of the Report of the Salary Committee was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

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Chairman

REPORT OF THE SALARY COMMITTEE

Present: R. H. Van Horne (Chairman); Trustees Cunningham, Kennedy, Clarke and Paquin.

Officials Present: Bruce Sinclair (Superintendent of Human Resources), Debbie Russon (Personnel Analyst), and Vince Meli (Collective Bargaining Analyst).

The Committee Recommends:

GENERAL

1. That the Board approve recommendations for the Non-Union Clerical Association representing clerical and secretarial employees in Elementary, Secondary (Vocational), Area Offices and the Education Centre effective September 1, 1989:

(i) That effective September 1, 1989, clerical and secretarial employees employed in Elementary, Secondary (Vocational), Area Offices and the Education Centre be paid in accordance with the following salary schedule:

	Start	6 Mos.	1 Year	18 Mos.
A-B	\$366	\$376	\$386	\$396
B2	382	392	402	412
C	435		446	
C2	452		463	
D	473		486	
E	493		506	
F	512		525	
F2	532		545	
G	568		581	
	2 Years	3 Years	4 Years	
A-B	\$406	\$416	\$426	
B2	422	432	442	
C	457	468	479	
C2	474	485	496	
D	499	512	525	
E	519	532	545	
F	538	551	564	
F2	558	571	584	
G	594	607	620	

The Board will maintain those employees who are presently off scale as a result of the implementation of the scale for the 1987-88 school year.

(ii) Benefit Improvements:

(a) That effective the first day of the month following date of ratification Vision Care under the Extended Health Plan to be increased to \$150.00 every two years.

(b) That effective the first day of the month following date of ratification, the present Optional Dependent's Group Insurance Plan be increased to \$20,000 - spouse; \$7,500 - each dependent child. The employee shall pay the full premium cost for such coverage.

(c) Dental Plan:

Effective January 1, 1990, the present Dental Plan shall reimburse a claimant 90% of the cost of the insured services of Basic Services and 75% of the cost of the insured services of Endodontics and Periodontics (based on the 1989 O.D.A. rate schedule).

(d) Retirees Group Life Insurance:

A member who retires before the compulsory retiring age and who receives an immediate pension from O.M.E.R.S. shall have the option of retaining a \$25,000 life insurance policy until the age of 65. The policy shall not include disability coverage. The member who so elects such a policy shall pay the full amount of the premium, based on the same premium rate as for the basic plan, annually in advance, otherwise the member's coverage shall be cancelled.

(e) Effective the first day of the month following date of ratification, the benefits under the Extended Health Plan for a retiree shall be limited to \$15,000 during the period of the member's coverage.

(f) Spousal Benefits:

Subject to the approval of the insurance carrier, the spouse of a deceased employee may have the option of retaining benefit coverage at the spouse's own cost under the O.H.I.P., Semi-Private Hospital Care, Extended Health and Dental Plans under the following conditions:

1. the spouse must elect to retain coverage within thirty-one (31) days of the date of death of the deceased employee.

2. coverage shall remain in effect for a maximum of one year from the date of death of the deceased employee. Coverage shall be cancelled the first day of the month following the spouse's 65th birthday or upon remarriage.

3. the spouse shall pay to the Board in advance the full annual cost of the coverage; otherwise the coverage shall be cancelled.

4. if the spouse withdraws from coverage at any time, then the spouse will be ineligible to re-enroll in coverage.

(iii) Personal Leave of Absence:

Upon the written request of an employee, the Board will consider a personal leave of absence without pay for a period up to a maximum of one year.

(iv) Parental Leave:

An employee who has been granted a statutory maternal leave may also apply to the Board for an extended leave of absence without pay for parental reasons up to a maximum of one year. If approved by the Board, such leave shall run consecutively from the period of the statutory maternal leave.

(v) That the present UIC Sub Plan be updated to the 1989-90 school year.

(vi) Other Items of Interest:

1. Education Centre Parking — Parking to remain an issue of priority with the Education Centre clerical and secretarial staff and will remain until the formed Parking Committee has a solution.

A NUCA representative must be present at all future meetings concerning this matter.

2. The Board shall reimburse an employee the appropriate mileage rate where such employee is authorized to use his or her car on approved Board business. This provision shall not apply to travel required to attend meetings.

3. Displacement Procedures as a Result of School Closure and Re-Organization:

(a) In the event that an employee is to be displaced through school closure or re-organization, the employee shall receive as much advance notice as possible.

(b) A representative of the Human Resources Department will arrange a personal interview with the employee to discuss options available to the employee and to clarify item #6. This meeting is to be further followed up by a letter from Human Resources.

(c) An employee subject to displacement will be encouraged to apply for advertised vacancies within the Board.

(d) If an employee from a location to be closed is selected as the successful applicant to a job posting, the employee shall be formally assigned to the vacancy and the effective date of transfer shall be determined by the Board. The requirements of the system may necessitate that an assigned employee remain in his/her location until it has been closed. Until the assigned employee is transferred to the vacancy, the Board may assign a temporary employee to the location where the vacancy exists.

If, on the other hand, the assigned employee is transferred to the vacancy before his/her location is closed, the Board may assign a temporary employee to the location to be closed.

(e) If a displaced employee on the regular staff cannot be placed through job posting then the Board shall assign him/her to a position held by a probationary employee providing he/she is qualified, capable of performing the duties and it is not a promotional opportunity.

(f) An employee who is transferred to a position at a lower classification as a result of school closure or re-organization shall be paid the appropriate salary for the new classification level.

If it results in a salary reduction the reduction in salary shall be 50% of the difference between the employee's present rate of pay and the maximum rate of pay for the lower classification.

The resulting salary shall be red-circled and frozen for a period up to one year. Thereafter, the employee shall be paid the appropriate rate of pay for the classification to which he/she is assigned.

2. That the Board ratify the terms of the 1989-90 Collective Agreement reached with the Association Des Enseignantes Et Des Enseignants Franco-Ontariens, Hamilton Secondary Unit as attached.

Respectfully submitted,

RUTH VAN HORNE,
Chairman.

Committee Room,
1989 10 24.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR
THE CITY OF HAMILTON
AND
ASSOCIATION DES ENSEIGNANTES ET DES
ENSEIGNANTS FRANCO-ONTARIENS**

HAMILTON SECONDARY UNIT

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
2. The undersigned representatives agree to recommend acceptance of this memorandum to their respective principals.
3. The term of the Collective Agreement shall be from September 1, 1989 to August 31, 1990.
4. Any obvious error or omission in this document will be corrected in accordance with the negotiations and agreements reached between the parties.

Dated at Hamilton this 24th day of October, 1989.

On Behalf of
A.E.F.O.
Hamilton Secondary Unit

On Behalf of
The Board of Education
for the City of Hamilton

Article 8 — SALARY GRID

8.01 (i) Effective September, 1989 until August 31, 1990

Years	Category 1	Category 2	Category 3	Category 4
0	26,400	27,843	30,001	31,682
1	27,843	29,403	31,802	33,600
2	29,280	30,962	33,600	35,522
3	30,719	32,520	35,400	37,439
4	32,156	34,080	37,201	39,363
5	33,600	35,640	39,003	41,282
6	35,042	37,201	40,805	43,201
7	36,481	38,763	42,602	45,119
8	37,925	40,319	44,401	47,038
9	39,363	41,880	46,200	48,962
10	40,805	43,442	48,002	50,883
11	44,162	46,803	52,806	56,405

Article 10 — PRINCIPAL SALARY GRID**10.01**

The Principal of G. P. Vanier Secondary School shall be paid in accordance with the following salary schedule effective September 1, 1989:

Years of Experience	Salary
0	\$70,012
1	\$72,681
2 or more	\$75,346

10.02

The Vice-Principal of G. P. Vanier Secondary School shall be paid in accordance with the following salary schedule effective September 1, 1989:

Years of Experience	Salary
0	\$63,896
1	\$65,414
2 or more	\$66,934

Article 11 — RESPONSIBILITY ALLOWANCE**11.01**

(i) Effective September, 1989: Allowances of \$3,921 beyond the regular grid salary shall be paid to department heads in the following areas: Francais, Business Education, Technical Education, Guidance, Mathematics, Languages, Social Studies, Physical and Health Education, Science, and Arts.

(ii) Effective September 1, 1989, an Arts Department incorporating Visual Arts, Dramatic Arts, and Music shall be established with a headship allowance of \$3,921 in accordance with Article 11.01 (i) of the collective agreement.

(iii) An allowance of \$939 per annum effective September 1, 1989 shall be paid to the teacher in charge of Library.

(iv) The Curriculum Consultant (full-time) shall be paid grid salary plus a responsibility allowance of \$3,921 effective September 1, 1989.

(v) An allowance of \$667 per annum shall be paid to the teacher who is assigned computer liaison and co-ordination duties. Arrangements will also be made by the Board for the assignment of 2 half days of supply teaching time per month to provide for the teacher, appropriate time to perform the required duties.

(vi) Effective September 1, 1989, a full-time learning resource teacher shall be assigned to Georges P. Vanier.

Article 13 — ALLOWANCES FOR RELATED TRADE AND BUSINESS EXPERIENCE, DEGREES AND DIPLOMAS**13.01**

Teachers shall be paid, on the recommendation of the Director and Superintendent, \$400 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty of Education up to a maximum allowance of \$3,200. This allowance shall not exceed the maximum of the teacher's category.

13.02

If a recognized post graduate degree is not used for category placement, an allowance shall be paid beyond the regular grid salary to a teacher who holds such a post graduate degree in accordance with the following schedule:

- (i) \$757 per annum for the first such post graduate degree.
- (ii) and, \$629 per annum for the second such post graduate degree.

13.03

An allowance of \$378 per annum, beyond the regular grid salary, may be paid to a teacher who holds one of the following diplomas: A.R.T.C., A.T.C.M., A.O.C.A., or C.M.A., on the recommendation of the Superintendent, providing that the diploma is not used for category placement. This allowance shall be paid effective from the first day of the month following registration of the diploma with the Board. This allowance shall not apply to the Principal and Vice-Principal.

Article 14 — EMPLOYEE BENEFITS**14.01**

- (i) The Board shall contribute 100% (one hundred percent) of the premium cost as of September 1, 1989 of the following plans:
O.H.I.P.

- Semi-Private Hospital Care

- Extended Health (- "effective November 1, 1989

- Vision Care \$150.00 every 2 years"

- Hearing Aids \$500.00 every 5 years)

- Basic Group Life Insurance (up to \$50,000 coverage)

Note: Vision Care — to include reference re prescription safety glasses for science, technical, art and physical education for teachers.

- (ii) Any increase in the premium cost of the above plans during the lifetime of this agreement shall be paid by the Board.

- (iii) Contributions by the Board for employee benefits will commence as of the date of the teacher's employment with the Board. Coverage for O.H.I.P. under the Board's group plan, however, is effective 3 months from the date of the teacher entering the

employment of the Board and Semi-Private Hospital Care and extended Health from the first day of the month coinciding with or next following the date of employment.

(iv) The Board may at any time substitute another carrier provided that the benefits conferred thereby are at least equivalent and provided that the Branch Affiliate is given an opportunity to consider the proposed change before implementation.

14.01

(v) Effective September 1, 1989, Extended Health, Dental, Semi-Private Hospital Care Plans shall include unmarried, unemployed dependent children under twenty-five (25) years of age in full-time attendance at a school, college or university.

(vi) "If a teacher is absent due to illness or disability and off the active payroll in excess of six (6) months, then the teacher shall be responsible for paying in advance the full cost of any premium for coverage under O.H.I.P., Semi-Private Hospital Care, Extended Health, Group Life Insurance and Dental."

14.02

The present Group Life Insurance Plan shall be continued in force during the lifetime of this agreement and shall provide basic insurance equal to two times the annual rate of salary (to next higher \$1,000, if already an integral multiple of \$1,000) up to a maximum of \$50,000. A teacher appointed to the teaching staff of the Board after August 31, 1981 shall become a member of the Basic Group Life Insurance Plan and his coverage shall be effective from the first day of the month coinciding with, or next following his date of Employment.

NOTE: Group Life Insurance Policy to be amended as follows: If a member of the Plan becomes totally and permanently disabled before reaching the age of 65 years, his life insurance up to a maximum of \$40,000 will be paid to him in a series of monthly installments while the disability continues. Any insurance in excess of \$40,000 will be continued in force without payment as long as the member remains totally disabled (subject to any reductions or termination due to age as provided under the Plan). If a member of the Plan who is in receipt of the monthly installments dies before the full number of monthly installments has been paid, the commuted value of the remaining unpaid installments will be paid to his beneficiary.

14.03

Under the present Group Life Insurance Plan, teachers shall pay, effective September 1, 1989, the full premium cost for Optional Dependent's Group Life Insurance — \$20,000 - spouse; "effective November 1, 1989 — \$7,500 each dependent child."

14.04

(ii) "Effective November 1, 1989 under the Optional Group Life Insurance Plan, a teacher may elect insurance equal to the difference between the teacher's Basic Group Life Insurance and two times the annual rate of salary (rounded to the next highest \$1,000) up to a combined maximum (Basic and Optional) of \$200,000." The teacher shall pay the full premium cost for the amount of Optional Life Insurance through payroll deduction. During the lifetime of this agreement, the premium rate for Optional Insurance shall be the same as for the Basic Insurance.

14.05 DENTAL PLAN

(a) Effective September 1, 1989 the Board shall contribute 100% of the premium cost for the full-time teachers based on the 1989 O.D.A. rate schedule of the Dental Plan (covered services — Basic Services, Endodontics and Periodontal). The Board's premium contribution for a part-time teacher shall be pro-rated in the same proportion that the part-time bears to a full-time timetable, with the teacher contributing the remainder through payroll deduction. The plan shall reimburse a claimant 75% of the cost of the insured services under the Dental Plan (based on the 1989 O.D.A. rate schedule). Newly hired teachers and teachers returning from leave shall be enrolled on the plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the plan.

(b) "Effective January 1, 1990 the claimant shall be reimbursed 85% of the insured services of Basic Services and 75% of the cost of Endodontics and Periodontal based on the 1990 O.D.A. rate schedule."

(c) "Effective January 1, 1990 the Board will contribute 50% of the premium cost for Major Restorative benefits. The Plan will reimburse the claimant 60% of the cost of the insured services (based on the 1990 O.D.A. rate schedule) with benefits limited to \$1,500 per person per year. The individual teacher shall pay the remainder of the premium cost through payroll deduction."

(d) "Effective January 1, 1990 Orthodontic Services will be implemented which provide 50% reimbursement level (based on 1990 O.D.A. rate schedule) with benefits limited to a lifetime maximum of \$1,500 per person. Coverage shall include the teacher and each eligible dependent. The Board shall contribute 50% of the premium cost for Orthodontic Services and the individual teacher will pay the remainder of the premium cost through payroll deduction."

Coverage under the Dental Plan plus Major Restorative and Orthodontic benefits shall be mandatory for all teachers who are presently enrolled unless a teacher elects in writing prior to December 15, 1989 not to be covered under the Dental Plan.

The Board shall offer an open enrollment period of thirty (30) days for new subscribers to elect such coverage."

14.06

Effective November 1, 1989 a member who retires before the compulsory retiring age and who receives an immediate pension from the Teachers' Superannuation Commission shall have the option of retaining coverage at the member's own cost under the Dental, Semi-Private Hospital Care, and Extended Health plans of Article 14 under the following conditions:

(i) if the member elects to retain coverage within 31 days of the retirement date, otherwise coverage shall be cancelled.

(ii) if the member withdraws from coverage at any time prior to age 65, the member shall be ineligible to re-enrol in coverage.

(iii) coverage shall remain in effect until age 65 if a member so elects.

(iv) the member shall pay the Board in advance the full annual premium cost of the coverage; otherwise the coverage shall be cancelled.

(v) "the benefits under the Extended Health Plan for a retiree shall be limited to \$15,000 during the entire period of the member's coverage under 14.06."

14.07 Retirees Group Life

Effective November 1, 1989 a member who retires before the compulsory retiring age and who receives an immediate pension from the Teacher's Superannuation Commission shall have the option of retaining a \$25,000 life insurance policy until the age of sixty-five (65) (disability not included). The member who so elects shall pay the full amount of the premium, annually in advance; otherwise the teacher's coverage shall be cancelled.

14.09 Spousal Coverage Upon Death of a Teacher

"Subject to the approval of the insurance carrier, the spouse of a deceased teacher may have the option of retaining benefit coverage at the spouse's own cost under the O.H.I.P., Semi-Private Hospital Care, Extended Health and Dental Plans under the following conditions:

(i) the spouse may elect to retain coverage within thirty-one (31) days of the date of death of the deceased teacher.

(ii) coverage shall remain in effect for a maximum of one year from the date of death of the deceased teacher. Coverage shall be cancelled the first day of the month following the spouse's 65th birthday or upon remarriage.

(iii) the spouse shall pay to the Board in advance the full annual cost of the coverage; otherwise the coverage shall be cancelled.

(iv) if the spouse withdraws from coverage at any time then the spouse will be ineligible to re-enroll in coverage.

17.01 — MATERNAL LEAVE (update paragraph (xi))

(xi) A teacher granted a maternal leave of absence on or after "September 1, 1989"

17.02 — ADOPTION LEAVE (update paragraph (VI))

(vi) A teacher granted an adoption leave on or after "September 1, 1989"

MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION

Board Room,
Education Centre,
1989 11 09.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Patenaude Barker, Paquin, Penner, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), P. Shewfelt (Superintendent of Finance and Treasurer), P. S. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Kawai (Superintendent of Information Management Services), J. Forrester (Superintendent of Schools, Area 1), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), R. Lavoie (Superintendent of Schools, French as a First Language), G. Rappolt (Assistant Superintendent of Curriculum), R. Kennedy (Assistant Superintendent of Staffing), J. Yurkiw (Assistant Superintendent of Special Services), S. Rogers (Assistant to the Secretary).

GENERAL

The Chairman explained that the meeting was called to receive a Special Report of the Operations Management Committee re the debenture for Sir Wilfrid Laurier Elementary School.

Moved by Miss Cunningham, seconded by Mrs. Van Horne: That the General Part of the Special Report of the Operations Management Committee be adopted.

Trustee Hicks offered his commendation to Mr. Shewfelt and his staff in their efforts to arrange this financing package with the Region and the amount of money this Board will save due to their long hours of work. While he was critical the other night, tonight he wanted to give credit where credit was due.

The motion was put to a vote and was Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

SPECIAL REPORT OF THE OPERATIONS MANAGEMENT COMMITTEE

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Baskin, Deans, Hicks, Johnston, Kennedy, Korz, Mulholland, Paquin, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), J. Forrester (Superintendent of Schools, Area 1), N. Nicholls (Superintendent of School, Area 2), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations re the debenture for Sir Wilfrid Laurier Elementary School be approved:

(a) That pursuant to the provisions of Part VIII, Section 208, sub-section 1, of the Education Act, The Board of Education for the City of Hamilton hereby makes application to the Regional Municipality of Hamilton-Wentworth for the firm net sum of three million, three hundred and seventy-one thousand dollars (\$3,371,000), for the construction of Sir Wilfrid Laurier Elementary School on Albright Road, in the City of Hamilton.

(b) That the said money be raised by the sale of debentures of the said Regional Municipality of Hamilton-Wentworth, with repayment term not to exceed fifteen (15) years, and that the appropriate bylaw for the said purpose be passed by the Council of the said Regional Municipality.

Respectfully submitted,

M. CUNNINGHAM,
Chairman.

Board Room,
1989 11 07.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1989 11 16.

The Board met.

Present: Mary Caye Clarke (Chairman); Trustees Allen, Baskin, Bishop, Cunningham, Deans, Desmarais, Detwiler, Hicks, Johnston, Kennedy, Korz, Lowe, Mulholland, Paquin, Patenaude Barker, Penner, Rogers, A. Stewart, R. Stewart and Van Horne.

Officials Present: Messrs. Rielly (Director of Education and Secretary), Stockwell (Associate Director), Shewfelt (Superintendent of Finance and Treasurer), Beveridge (Superintendent of Curriculum and Special & Educational Services), Kawai (Superintendent of Information Management Services), Forrester (Superintendent of Schools, Area 1), Ms. Nicholls (Superintendent of Schools, Area 2), Binns (Superintendent of Schools, Area 3), Ms. Gillie (Superintendent of Schools, Area 4), Rothwell (Superintendent of Schools, Area 5) and Ms. Rappolt (Assistant Superintendent, Curriculum).

The minutes of the last regular meeting of 1989 10 19 and special meetings of 1989 11 02 and 1989 11 09 were adopted as presented.

Mr. Rielly drew the members' attention to Essex County Roman Catholic Separate School Board's letter to the Minister of Revenue expressing their objection to the new Employee Health Tax.

Moved by Mrs. Deans, seconded by Mr. Penner: That the letter from the Essex County Separate School Board relative to Employer Health Tax be referred to the Operations Management Committee for a report from the officials relative to the impact on and recommendations for action by this Board.

Mr. Shewfelt responded that information on the impact of this tax had been shared with trustees earlier in the year.

Trustee Rogers opposed the motion as he believed this tax was one way of maintaining the health of the people of Ontario.

The motion was put to a vote and was Lost.

Upon determining that a reply to the Essex County Separate School Board was not necessary, the correspondence was received and ordered filed.

Trustee Van Horne gave notice that she will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS: the Ministry of Education's Goal 12 is to help each student develop a commitment to wise interaction about the environment . . . which requires a knowledgeable concern for the quality of the environment, the careful use of natural resources and humane treatment of living things; and

WHEREAS: the Board of Education has a policy of recognizing the value of tree plantings, as in the recognition of Arbor Day each year; and

WHEREAS: the increasing deterioration of the quality of our urban air and the increasing depletion of the ozone in our planet's air, accompanied by the increasing detriments produced by the "Green House Effect", cause concerns for our quality of life and possibly even survival; and

WHEREAS: trees are nature's own air conditioners, shading and cooling yards, streets and buildings, absorbing dust, supressing noise, transpiring moisture from the ground into the air, taking in carbon dioxide and giving off oxygen and, in general, improving air quality; and

WHEREAS: the Province of Ontario recognizes the value of 'any tree growing for the purposes of shade or ornament' and provides for the protection of same and replanting of same in the provincial tree act; and

WHEREAS: the value of trees also as a form of ornamentation increases the value of urban property.

THEREFORE BE IT RESOLVED: that the Board of Education for the City of Hamilton implement a policy of tree replacement wherever trees planted on Board property have been removed due to aging, vandalism, property improvements or construction, and that such tree replacement be of similar value and maturity wherever possible, and further that, in the event of budget restrictions, this policy be implemented at least partially each year rather than being subject to total budget cuts.

BE IT FURTHER RESOLVED: that Hamilton City Council, the Regional Council of Hamilton-Wentworth, the Ministry of Education and the Ministry of the Environment be informed of our actions.

Trustee Van Horne gave notice that she will move or cause to be moved at the next regular meeting of the Board or special meeting called for the purpose, the following motion:

WHEREAS: one of the educational goals of the Ministry of Education is to help students to develop respect for the environment and a commitment to the wise use of resources; and

WHEREAS: the Board of Education for the City of Hamilton has shown a commitment to programs and practices regarding caring for the environment; and

WHEREAS: the mass release of balloons of non-biodegradable and even slow biodegradable materials has been recognized as a form of pollution and a threat to the soil, water and air, and even more recently proved as a life-threat to wildlife including water fowl and mammals; and

WHEREAS: at times schools of the Board of Education for the City of Hamilton have included students participating in mass balloon releases as a form of celebration, the release balloons frequently holding messages which are answered at times from far away places;

THEREFORE BE IT RESOLVED: that the Board of Education for the City of Hamilton prohibit mass balloon releases which further this planet's pollution; and

BE IF FURTHER RESOLVED: that students and staff be notified of this action and the purpose for it in order to further increase awareness and caring attitudes and actions in our society for protecting the environment; and

BE IT ALSO RESOLVED: that Hamilton City Council, the Regional Council of Hamilton-Wentworth, the Ministry of Education and the Ministry of the Environment be informed of our actions.

Committee reports were presented as follows:

Development Committee — Mr. Allen

Operations Management Committee, regular and special — Miss Cunningham

Personnel & Organization Committee — Mr. Hicks

Moved by Mr. Allen, seconded by Mr. Stewart: That the General Part of the Report of the Development Committee be adopted. Carried.

Moved by Miss Cunningham, seconded by Mrs. Bishop: That the General Part of the Report and Special Report of the Operations Management Committee be adopted.

Trustee Hicks requested that the reports be voted on separately.

Trustee Detwiler raised the concern that the Supervised Alternative Learning for Excused Pupils Committee's recommendation for additional staff was forwarded to the Operations Management Committee.

Mr. Rielly assured the trustees that this matter has been considered by Senior Management and the Rationale, along with the job description, will be included in the Personnel Priorities package at December's Personnel & Organization Committee meeting.

The General Part of the Report of the Operations Management Committee was put to a vote and was Carried.

The General Part of the Special Report of the Operations Management Committee was put to a vote and was Carried.

Moved by Mr. Hicks, seconded by Mrs. Deans: That the General Part of the Report of the Personnel & Organization Committee be adopted. Carried.

Trustee Bishop announced that Mrs. Barbara Rush, a teacher in the Hamilton system, will receive a Community Action Award from the Ontario Office for Disabled Persons, in honour of her significant contribution to the disabled community, and outlined the many benefits this teacher's special interests have provided for our students. Trustee Deans commented that it is teachers like Mrs. Rush who have made Hamilton excel as a leader in special education.

The members requested that a letter of congratulations and best wishes be sent to Mrs. Rush.

Moved by Mrs. Van Horne, seconded by all the members: That, with sincerity and gratitude, the members extend to Mrs. Clarke their appreciation for the courteous and efficient manner with which she has chaired the meetings of the 1989 Board and for the superb leadership qualities she has shown in the overall operation of this Board. Carried.

The Chairman in turn thanked the Board members for their strong support this past year.

FRENCH LANGUAGE SECTION

Presentation of Report — Mr. Paquin.

Moved by Mr. Paquin, seconded by Mrs. Patenaude Barker: That the Report of the French Language Section be adopted. Carried.

ELEMENTARY/SECONDARY

Mr. Rielly read a letter from the Ministry of Education confirming Mrs. Nancy Nicholl's eligibility for appointment to the position of Superintendent of Schools.

The correspondence was received and ordered filed.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the Elementary/Secondary Part of the Report of the Operations Management Committee be adopted.

At Trustee Van Horne's request, the Report, excluding Clause 1. (b)(xiii), was put to a vote and was Carried.

Clause 1. (b)(xiii) was then put to a vote and was Carried.

For the benefit of the audience, Trustee Cunningham highlighted the recommendation supporting Sir Allan MacNab Secondary School's request to name their sports field in memory of the late Earl Lewis, signifying the appreciation people in this system felt towards him.

Moved by Mr. Hicks, seconded by Mr. Penner: That the Elementary/Secondary Part of the Report of the Personnel & Organization Committee be adopted. Carried.

Trustee Allen reported that he, Trustee R. Stewart and the Superintendent of Schools, Area 1, had attended a Remembrance Day service at Tweedsmuir Middle School. He said it was an outstanding event in which the community joined with the students and staff for a solemn hour of remembrance and reflection of this community's sacrifice on behalf of Canada.

Trustee Mulholland read a portion of a letter from the W. H. Ballard Home and School Association expressing their concern over restrictions on the usage of paper in the schools for their newsletters and requesting consideration of an arrangement whereby they could purchase the paper in bulk from the Board. Trustee Mulholland asked the Director what action had been taken on this matter.

Mr. Rielly stated he has spoken to the author of the letter but no further action has been taken.

Trustee Baskin objected to a trustee reading a personal letter at a Board meeting and further pointed out that such matters should be channelled through the Home and School Council.

The Chairman announced that the Ontario Public School Boards' Association, after seeking the provincial government's permission to allow boards of education to appear before the Standing Committee on Social Develop-

ment regarding Bills 64 and 65, has offered the Hamilton Board the opportunity to make a presentation on Tuesday, 1989 11 21 in Toronto.

Since it was considered important to make this communication link, there was consensus among the members that the Chairman of the Board, the Director of Education and Secretary and the Superintendent of Finance should proceed with the presentation.

The Chairman replied to Trustee Johnston that other trustees' support by joining them is welcome.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
FRENCH LANGUAGE SECTION
Eleventh Report**

Present: Mr. Hubert Paquin (Chairman); Trustees Barker and Desmarais.

Official Present: Mr. R. Lavoie (Superintendent of Schools - French as a First Language).

The Section recommends:

1. That the following recommendations of the Director of Education be approved as presented to the members:

(a) That a grant application under the Ministry of Education Quality, Partnership and New Directions Funding: Moving Co-operative Education into the 1990s French Language Section, for the period February, 1990 to January, 1991, in the amount of \$12,300, be approved. (It is anticipated that the maximum cost to the Board will be \$7,300.)

(b) That the request of Gabrielle Labrosse for a Maternal Leave of Absence, effective 1990 01 15 to 1990 05 11, be granted in accordance with conditions governing Maternal Leave, and that this Leave be followed by a Personal Leave of Absence, effective 1990 05 14 to 1990 08 31.

(c) That the following trip be approved:

(i) G. P. Vanier, Grades 11-12, Sarnia, 1989 11 10-13 (Friday to Monday).

2. That approval be granted for the request of Sara Weedon-MacDonald for a Leave of Absence under the Salary Holdback Plan ("Four Over Five"), of the A.E.F.O. Collective Agreement, for the 1993-1994 school year, effective 1993 09 01 to 1994 06 29.

3. That the Report re Vision 1989-90 be received for information.

4. That the Anti-Drug Teacher Training Program for the French Language Section be approved and forwarded to the Ministry for funding approval.

5. That the French Language Section endorses in principle the direction taken by the Regional Liaison Committee to study the delivery of French Language services in South/Central Ontario.

Respectfully submitted,

H. PAQUIN,
Chairman.

Committee Room,
1989 10 31.

**REPORT OF THE
DEVELOPMENT COMMITTEE
Eleventh Report**

Present: Mr. B. Allen (Chairman); Trustees Barker, Deans, Kennedy, Korz, A. Stewart and Clarke.

Also Present: Trustees Baskin, Bishop, Cunningham, Desmarais, Detwiler, Hicks, Johnston, Mulholland, Paquin, Penner, R. Stewart and Van Horne.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Kawai (Superintendent of Information Management Services), J. Forrester (Superintendent of Schools, Area 1), N. Nicholls (Superintendent of Schools, Area 2), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), R. Lavoie (Superintendent of Schools, French as a First Language), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the verbal update on Literacy be accepted as presented.
2. That the poster presentation entitled "The Courage to Remember" from the Friends of Simon Wiesenthal Center be accepted.
3. That the report re the Co-operative Education Program be received for information.
4. That the report on International Year of Literacy (1990) be received for information.

Respectfully submitted,

B. ALLEN,
Chairman.

Board Room,
1989 11 02.

**REPORT OF THE
OPERATIONS MANAGEMENT COMMITTEE
Eleventh Report**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Baskin, Deans, Hicks, Johnston, Kennedy, Korz, Mulholland, Paquin, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Shewfelt (Superintendent of Finance and Treasurer), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), J. Forrester (Superintendent of Schools, Area 1), N. Nicholls (Superintendent of Schools, Area 2), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), G. Rappolt (Assistant Superintendent of Curriculum), J. Yurkiw (Assistant Superintendent of Special Services), G. Rutledge (Controller), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the Superintendent of Plant be authorized to spend \$125,000 to complete the installation of the bakery shop and the additional equipment provided to the other technical areas within Parkview in 1989.
2. That the verbal update re Asbestos be received for information.
3. That the Report on Short Term Investments be received for information.
4. That the Report on Cash Flow be received for information.
5. That a contract be awarded for the renovations of Elizabeth Bagshaw (formerly Albion) to Canadian Engineering & Contracting Co. Limited in the amount of \$2,823,544 and that additional funds be provided in the amount of \$715,000.

6. That the verbal report from officials re Accessing Canada Pension Funds for School Construction be received for information.

7. That the following recommendations regarding Technological Studies be approved:

(a) That Phase IV of the Five-Year Plan be received for information.

(b) That an amount of \$280,000 be allocated in the 1990 budget to implement Year Four of the plan.

(c) That the plan for the ensuing years continue to be subject to annual program and budget review.

8. That the following recommendations re Delta and Parkview Programs and Renovations for 1990 09 01 be approved:

(a) That the programme plan for Delta be approved at an approximate cost of \$1,500,000.

(b) That the programme plan for Parkview be approved at an approximate cost of \$200,000.

(c) That the Superintendent of Plant be authorized to engage an Architect to proceed with working drawings for the renovations at Delta and Parkview.

9. That the Operations Management Committee continue to sit past 11:00 p.m. in order to complete the Agenda.

10. That the following recommendations of the report of the Special Education Advisory Committee be approved:

(a) That Dr. Dan Marshall be recommended as the representative of the Hamilton and District Association for the Mentally Retarded on the Special Education Advisory Committee.

(b) That the Transportation Annual Report 1988/1989 be received for information.

(c) That the report on Special Education Legislative Grants be received for information.

11. That Dr. Dan Marshall from the Hamilton and District Association for the Mentally Retarded be appointed as a member to the Special Education Advisory Committee for the period commencing 1989 11 17 to 1991 11 30.

12. That the following recommendations from the Annual Report of the Supervised Alternative Learning for Excused Pupils Committee, including the following Statistical Report (see page 424), be approved.

(a) That group support sessions with students that will promote specific skill training be established.

(b) That a safety workshop component for SALEP students be established.

(c) That an ongoing follow-up study to provide statistical data relative to the SALEP program be established with Research Services.

13. That the following recommendation of the Supervised Alternative Learning for Excused Pupils Committee be referred to the officials:

(a) That the position of SALEP/Educational Assistant be filled on a pilot basis for the period 1990 01 01 to 1990 06 30 and that an evaluation of this position be reported to the Board in July, 1990.

14. That the members extend to Miss Cunningham their appreciation for the efficient and courteous manner in which the meetings of this committee were conducted during the past year.

ELEMENTARY/SECONDARY

1. That the recommendations of the Director of Education be approved as presented.

(a) That a grant application under the Ministry of Education Quality, Partnership and New Directions Funding: Moving Co-operative Education into the 1990s, for the period February, 1990 to January, 1991, in the amount of \$49,300, be approved. (It is anticipated that the maximum cost to the Board will be \$9,300.)

(b) That the following trip requests be approved:

- (i) Dalewood, Grade 7, Outdoor Education, Camp Wanakita, 1990 01 14-17 (Sunday to Wednesday)
- (ii) Elizabeth Bagshaw, Grade 7, Ottawa, 1990 02 07-09 (Wednesday to Friday)
- (iii) G. L. Armstrong, Grade 7, Midland, 1990 06 14-15 (Thursday to Friday)
- (iv) Lake Avenue, Grades 6-7, Outdoor Education, Camp Wanakita, 1990 01 21-24 (Sunday to Wednesday)
- (v) Prince of Wales, Grade 8, Ottawa, 1990 06 06-08 (Wednesday to Friday)
- (vi) R. A. Riddell, Grade 8, Ottawa, 1990 05 23-25 (Wednesday to Friday)
- (vii) Ryerson, Grades 6-8, Outdoor Education, Camp Wanakita, 1990 02 11-14 (Sunday to Wednesday)
- (viii) Ryerson, Grade 8, Washington, D.C., 1990 05 23-26 (Wednesday to Saturday)
- (ix) W. H. Ballard, Grade 8, Ottawa, 1990 02 07-09 (Wednesday to Friday)
- (x) W. H. Ballard, Grade 7, Outdoor Education, Camp Wanakita, 1990 02 14-16 (Wednesday to Friday)
- (xi) Barton, Grades 9-13, Upper Canada College, 1990 02 18-20 (Sunday to Tuesday)
- (xii) Glendale, Grades 9-13 School Band, Orlando/Nassau, 1990 04 24-30 (Tuesday to Monday)
- (xiii) Parkview, Grades 9-12, Quebec City, Quebec, 1990 05 23-25 (Wednesday to Friday)

2. That the request from Sir Allan MacNab Secondary School to name their sports field "The Earl Lewis Memorial Field" in memory of Mr. C. E. Lewis be approved.

Respectfully submitted.

M. CUNNINGHAM,
Chairman.

Board Room,
1989 11 07.

1988-89

	14 Years Old		15 Years Olds		Total		
	Boys	Girls	Boys	Girls	Boys	Girls	Total
1. No. of students on approved programs requiring part-time attendance at school	0	0	2	4	2	4	6
2. No. of students on approved programs including some formal education, such as night school or correspondence course(s)	0	2	4	8	4	10	14
3. No. of students on approved programs with no school component required	4	6	24	13	28	19	47
4. SUBTOTAL—No. of students not attending full time day school (Add #1 + #2 + #3)	4	8	30	25	34	33	67
5. No. of students processed by S.A.L.E.P. Committee, but required to attend school full time	0	0	0	0	0	0	0
6. No. of Applications not Processed.....	2	5	13	5	15	10	25
7. TOTAL No. of Applications.....	6	13	43	30	49	43	92
PROGRAM ENROLLED IN AT TIME OF RELEASE							
A. Elementary: Grade 6	0	0	0	0	0	0	0
Grade 7	0	0	0	1	0	1	1
Grade 8	1	8	0	1	1	1	2
B. Secondary: Vocational. Level IX	1	5	8	8	19	13	32
Vocational. Level X	0	0	3	2	3	2	5
Composite. Level IX	2	3	8	9	10	12	22
Composite. Level X	0	0	1	4	1	4	5
C. No. of Students Not Attending Full Time School (Add A + B = #4 above).....	4	8	30	25	34	33	67

**REPORT OF THE
PERSONNEL & ORGANIZATION COMMITTEE
Eleventh Report**

Present: Mr. W. Hicks (Chairman); Trustees Johnston, Paquin, R. Stewart, Van Horne and Clarke.

Also Present: Trustees Bishop, Cunningham, Deans, Desmarais, Detwiler, Patenaude Barker, Penner and A. Stewart.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), P. Shewfelt (Superintendent of Finance and Treasurer), P. S. Beveridge (Superintendent of Curriculum, Special and Educational Services), R. Kawai (Superintendent of Information Management Services), J. Forrester (Superintendent of Schools, Area 1), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), R. Lavoie (Superintendent of Schools, French as a First Language), G. Rappolt (Assistant Superintendent of Curriculum), R. Kennedy (Assistant Superintendent of Staffing), J. Yurkiw (Assistant Superintendent of Special Services), S. Rogers (Assistant to the Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved as presented:

(a) That Carol Ann Harvey be appointed to the probationary Clerical Staff (Category C - maximum \$452.00 per week), effective 1989 10 30, with salary according to the salary schedule.

(b) That the following be appointed to the probationary Clerical Staff (Category A-B - maximum \$402.00 per week), effective as shown, with salary according to the salary schedule:

Susan McCormick, 1989 10 23

Catherine Tropepe, 1989 10 16

(c) That the resignation of Ruth G. Sasseville, Cleaning Staff, effective 1989 10 19, be accepted with regret.

(d) That the resignation of Peter Beasley, Caretaking Staff, effective 1989 10 27, be accepted.

(e) That Terri-Lyn Cousins, Clerical Staff, be promoted to the position of Safety Clerk (Category B2 - maximum \$417.00 per week), effective 1989 11 06, with salary according to the salary schedule.

(f) That Linda Jones, Clerical Staff, be promoted to the position of Transportation Assistant, Transportation Department, Category D (maximum \$495.00 per week), effective 1989 11 20, with salary according to the salary schedule.

(g) That Glenna Schneider, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1989 10 30.

(h) That Michael Newman be appointed to the position of Accounting Analyst, Financial Services Department, Administrative Category 19 (under review) (maximum \$35,649 per annum), with a one year probationary period, effective 1989 12 04, with salary according to the salary schedule.

(i) That Rosario Revilla be appointed to the Probationary Clerical Staff, in the position of Recording Secretary, Minute Room (Category F2 - maximum \$551.00 per week), effective 1989 11 27, with salary according to the salary schedule.

(j) That Darlene Steele, Clerical Staff, be promoted to the position of Budget Analysis Clerk, Budget Department, Category D (under review) (maximum \$495.00 per week), effective 1989 12 11, with salary according to the salary schedule.

(k) That the request of Jean Friesen, Administrative Staff, for a Maternal Leave of Absence, effective 1990 01 01 to 1990 04 27, in accordance with the Employment Standards Act, be granted.

2. That the Staffing Report for 1989-90 be received for information.

3. That the Board engage the consulting services of K. G. Brown & Associates Ltd. to advise on compensation arrangements for senior officials effective for 1990 01 01.

4. That the following recommendations of the Report re Continuing Education Rates of Pay be approved:

1. (i) That Continuing Education Instructors (certificated) teaching Adult Basic Education and E.A.S.L. non-credit courses be paid \$28.85 per hour effective 1989 09 01.

(ii) That Continuing Education Teachers (certificated) teaching remedial courses at the elementary level (Math and English) in the summer skill school programme be paid \$28.85 per hour effective 1990 07 01 for the 1990 programme.

(iii) That the Co-ordinator of the summer skill school programme be paid \$498.33 effective 1990 07 01.

(iv) That Continuing Education Instructors (certificated) teaching in the summer skill school programme be paid \$23.75 per hour effective 1990 07 01.

(v) That Continuing Education Instructors (non-certificated) employed in the summer skill school programme be paid \$20.78 per hour effective 1990 07 01.

(vi) That Continuing Education Instructors (certificated) employed in the following programmes be paid \$23.75 per hour effective 1989 09 01:

Evening School (General Interest)
Adult Day School (General Interest)
Heritage Language

(vii) That Continuing Education Instructors (non-certificated) employed in the following programmes be paid \$20.78 per hour effective 1989 09 01:

Evening School (General Interest)
Adult Day School (General Interest)
Heritage Language
E.A.S.L. (non-credit)

2. (i) That Music Instructors be paid \$23.75 per hour of instruction effective 1989 09 01.

(ii) That the responsibility allowance for the teacher in charge of the Violin Programme be increased to \$2.43 per hour effective 1989 09 01.

3. That the following improvements to the present benefit package be approved for those Instructors in Adult Basic Education and E.A.S.L. (non-credit) who are regularly employed for 25 hours per week or more:

(i) That effective 1989 12 01 the Vision Care coverage under the present Extended Health Plan be increased to \$150.00 every 2 years.

(ii) Dental Plan — Effective 1990 01 01, a claimant shall be reimbursed 90% of the cost of the insured services for Basic coverage and 75% of the cost of the insured services for Endodontics and Periodontics based on the 1989 O.D.A. rate schedule.

(iii) Statutory Holiday Pay — Shall be paid for the following statutory holidays, in accordance with the Employment Standards Act, providing they work 12 days in the preceding 4 work weeks:

Labour Day
Thanksgiving Day
Christmas Day
Boxing Day

New Year's Day
Good Friday
Victoria Day
Canada Day

5. That the members extend to Mr. Hicks their appreciation for the efficient and courteous manner in which the meetings of this committee were conducted during the past year.

ELEMENTARY/SECONDARY

1. That the following recommendations of the Director of Education be approved as presented:

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Ilona Ashton, 1989 11 20 (elementary)

Jean Hughes 3/6, 1989 11 17 (Full Time Semester 1 only)
(secondary)

Patricia Leeming, 1989 11 17 (.5) (elementary)

Donalda Murray, 1990 02 01 (secondary)

Margaret Webert, 1989 12 04 (.5) (elementary)

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Robert Churchill, 1989 10 10 to 1989 11 10 (.5) (elementary)

Lidia Coles, 1989 09 27 to 1989 10 27 (elementary)

1989 10 30 to 1989 11 24 (elementary)

Paul Daignault, 1989 09 25 to 1989 10 27 (elementary)

Leslie Forsyth, 1989 11 06 to 1990 03 09 (elementary)

Marisa Guagneli, 1989 10 23 to 1990 02 19 (elementary)
David Hesketh, 1989 09 28 to further notice (elementary)
Donna Hudzieczko, 1989 11 06 to 1989 12 29 (elementary)
Barbara Jarrett, 1989 10 03 to 1989 10 31 (secondary)
Arde McGrane, 1989 10 30 to further notice (.5) (elementary)
Susan Rodgers, 1989 10 16 to further notice (elementary)
Dawn Sawford, 1989 11 06 to 1990 03 30 (elementary)
Susanne Shaughnessy, 1989 10 20 to further notice
(elementary)

(c) That the appointment of Bernice Watts to the Occasional Staff, approved at the October Meeting, be extended to further notice (elementary).

(d) That the following be appointed to the probationary Educational Assistant Staff, effective as shown, with wage rate according to the Collective Agreement:

Irene Birch, 1989 10 16
Debbie Boyter, 1989 10 16
Tee Jay Chatelain, 1989 10 30
Olive Clark, 1989 10 18
Helen Connely, 1989 10 23
Sharon Crechiola, 1989 10 23
Wendy Gutwein, 1989 11 06
Patricia Hughes, 1989 10 23
Ralph Laidlaw, 1989 10 16
Dawn Laidman, 1989 10 23
Louise Maling, 1989 09 25
Janice McLarty, 1989 10 16
Wilma Minaker, 1989 10 23

(e) That the resignations of the following teachers, who are retiring on superannuation, effective as shown, be accepted with regret and that the Board's gratuity be paid:

D. Margaret Huber, 1989 12 31 (elementary)
Edwin J. Malkin, 1990 01 30 (secondary)

(f) That the appointment of Mary Johnson to the position of Special Assignment Teacher - Area 1, be increased from .5 to 1.0, effective 1989 10 20 to 1990 06 30.

(g) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Karen Hahn, 1990 01 08 to 1990 05 04 (elementary)
Lori Kyle, 1990 02 05 to 1990 06 01 (elementary)
Judith A. Lampman, 1990 01 15 to 1990 05 11 (elementary)
Janice McVittie, 1989 12 04 to 1990 03 30 (secondary)

(h) That the effective dates of the Maternal Leave of Absence granted to Joanne Restivo at the September Meeting be changed to 1989 10 02 to 1990 01 26 (secondary).

(i) That the request of Helen Demczuk for a Maternal Leave of Absence, effective 1989 11 06 to 1990 03 02, be granted in accordance with conditions governing Maternal Leave and that this Leave be followed by a Parental Leave of Absence, effective 1990 03 05 to 1990 08 31 (elementary).

(j) That the requests of the following teachers for Personal Leaves of Absence, effective as shown, be granted:

Donald Pente, 1990 02 01 to 1990 08 31 (secondary)
Ruth Walker, 1989 10 24 to 1989 11 24 (elementary)

(k) That the request of Carolyn March for an Adoption Leave of Absence, effective 1989 11 06 to 1990 03 02, be granted (elementary).

(l) That Linda Paradis be returned from Leave of Absence and assigned teaching duties effective 1990 01 01 (elementary).

(m) That the effective dates of a Maternal Leave of Absence, granted to Heather Hamilton, Elementary School Clerical and Secretarial Staff at a previous meeting, be changed to 1989 10 16 to 1990 02 09.

(n) That the resignations of the following teachers, effective as shown, be accepted with regret:

Sheila Ford, 1989 12 31 (elementary)
Keitha Seneco, 1990 01 31 (secondary)

(o) That Anne Marie Metford be promoted to the position of Acting Head of Department (French Immersion), effective 1989 11 17, with salary according to schedule (secondary).

(p) That Kasturie Surat be promoted to the position of Acting Assistant Head of Department (ESL), effective 1990 02 01, with salary according to schedule (secondary).

(q) That Lois Rhodes be transferred from the Elementary Panel to the Secondary Panel, effective 1989 09 01.

(r) That the request of Paula Griffin for an extension of her Personal Leave of Absence, effective 1990 02 01 to 1990 08 31, be granted (secondary).

(s) That the timetable increases of the following teachers, effective as shown, be granted:

Janice Courtemanche, from .9 to 1.0, 1989 10 01 (elementary)

Janis Muller, from .3 to .4, 1989 10 01 (elementary)

(t) That Sandra Willson be appointed to the probationary Educational Assistant Staff, effective 1989 11 06 with wage rate according to the Collective Agreement.

(u) That Terri Adrian be transferred from the position of Transportation Assistant, Transportation Department (non-union clerical staff) to the probationary Educational Assistant Staff (OPEIU), effective 1989 11 20, with wage rate according to the Collective Agreement.

(v) That the resignation of Patricia Leeming, Educational Assistant Staff, effective 1989 11 08, be accepted with regret.

(w) That Brian Snell be promoted to the position of Acting Principal of an Elementary School, effective 1990 01 01, with salary according to schedule.

(x) That Margaret Schneider be promoted to the position of Acting Vice-Principal of an Elementary School, effective 1990 01 01, with salary according to schedule.

Respectfully submitted,

W. HICKS,
Chairman.

Board Room,
1989 11 09.

**REPORT OF THE
SPECIAL MEETING OF THE
OPERATIONS MANAGEMENT COMMITTEE**

Present: Miss M. Cunningham (Chairman); Trustees Bishop, Desmarais, Detwiler, Lowe, Penner, Rogers and Clarke.

Also Present: Trustees Allen, Baskin, Deans, Hicks, Johnston, Kennedy, Korz, Mulholland, Patenaude Barker, Paquin, A. Stewart, R. Stewart and Van Horne.

Officials Present: K. Rielly (Director of Education and Secretary), A. Stockwell (Associate Director of Education), P. Beveridge (Superintendent of Curriculum, Special and Educational Services), B. Sinclair (Superintendent of Human Resources), R. Orlando (Superintendent of Plant), R. Kawai (Superintendent of Information Management Services), N. Nicholls (Superintendent of Schools, Area 2), R. Binns (Superintendent of Schools, Area 3), P. Gillie (Superintendent of Schools, Area 4), D. Rothwell (Superintendent of Schools, Area 5), G. Rappolt (Assistant Superintendent of Curriculum).

The Committee recommends:

GENERAL

1. That the following recommendations relative to Asbestos Control Work be approved:

(a) That the Superintendent of Plant be authorized to continue with the present asbestos program for the balance of 1989 at an estimated cost of \$230,000.

(b) That the Superintendent of Plant provide a report on the establishment of the special asbestos project team to the December meeting of the Personnel & Organization Committee.

Respectfully submitted,

M. CUNNINGHAM,
Chairman.

Board Room,
1989 11 16.

ADDENDUM

The following motion was considered at the 1989 11 16 Special meeting of the Operations Management Committee, and was LOST:

1. That an itemized detailed report for the money spent in each school for Asbestos Control Work be given by the officials.

**ANNUAL
FINANCIAL STATEMENTS
of
THE BOARD OF EDUCATION
for the
Year Ended December 31, 1989**

AUDITOR'S REPORT

To the Supporters of The Board of
Education for the City of Hamilton

We have examined the Balance Sheet of the Board of Education for the City of Hamilton as at December 31, 1989, the Revenue Fund Statement of Operations, the Capital Fund Statement of Operations and the Reserve Fund Statement of Continuity for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Board as at December 31, 1989, the results of its operations and the changes in its reserve funds for the year then ended in accordance with the accounting principles described in note 1 to the financial statements applied on a basis consistent with that of the preceding year.

PANNELL KERR MacGILLIVRAY
Chartered Accountants

Hamilton, Canada,
March 16, 1990.

**The Board of Education for the City of Hamilton
BALANCE SHEET AS AT DECEMBER 31, 1989
(With Comparative Figures for 1988)**

Assets

Current Assets	1989	1988
Cash and Short-term Deposits	\$28,497,077	\$31,400,752
Accounts Receivable		
Under-Requisition (Elementary)	649,842	
Under-Requisition (Secondary)	715,784	
Other School Boards	470,637	279,934
Government of Ontario	4,941,673	3,564,959
Other	1,089,954	1,078,496
Prepaid Expenses	253,672	92,080
Other Current Assets	147,622	148,126
	<u>36,766,261</u>	<u>36,564,347</u>
Capital Outlay to be Recovered In Future Years — Note 1(b)	4,678,668	2,271,094
	<u>\$41,444,929</u>	<u>\$38,835,441</u>

Liabilities

Current Liabilities	1989	1988
Accounts Payable		
Over-Requisition (Elementary) - Note 1(d)	\$	\$ 610,365
Over-Requisition (Secondary) - Note 1(d)		1,169,792
Trade Payables and Accrued Liabilities	12,452,304	9,360,586
Reserve for Assessment Appeal - Note 3		
(Elementary)	767,250	474,000
(Secondary)	922,750	526,000
Deferred Income	2,947,639	4,583,212
	<u>17,089,943</u>	<u>16,723,955</u>
Net Long-term Liabilities - Note 4	4,678,668	2,271,094
Reserve for Working Funds - Note 1(c)	5,500,000	5,250,000
Equity in Reserve Funds - Note 1(c)	10,891,340	14,590,392
Unexpended Capital Funds	3,284,978	
	<u>\$41,444,929</u>	<u>\$38,835,441</u>

The Board of Education for the City of Hamilton
REVENUE FUND STATEMENT OF OPERATIONS
For the Year Ended December 31, 1989
(with comparative figures for 1988)

	1989		1988	
	Elementary	Secondary	Total	Total
EXPENDITURE				
Business Administration	\$ 2,022,189	\$ 2,118,246	\$ 4,140,435	\$ 3,640,198
General Administration	759,687	795,774	1,555,461	1,833,571
Computer Services	924,761	1,101,003	2,025,764	1,460,363
Instruction	99,925,000	71,510,178	171,435,178	154,744,399
Plant Operation and Maintenance	15,013,909	11,175,923	26,189,832	24,415,515
Transportation	4,522,142	426,740	4,948,882	4,235,387
Tuition Fees	81,067	2,355,361	2,436,428	1,810,427
Capital Expenditure (Non-Allocable)	10,544,362	2,141,601	12,685,963	6,001,003
Debt Charges - Note 5	366,622	796,318	1,162,940	1,567,565
Other Operating Expenditure	1,328,319	1,753,318	3,081,637	3,121,258
Non-operating Expenditure Excluding Transfers to Reserves	796,966	546,165	1,343,131	1,497,266
Total Expenditure	<u>136,285,024</u>	<u>94,720,627</u>	<u>231,005,651</u>	<u>204,326,952</u>
RECOVERY OF EXPENDITURE				
Other School Boards - Tuition Fees & Miscellaneous ..	440,193	12,184,810	12,625,003	9,977,272
Government of Ontario - Miscellaneous	411,569	329,100	740,669	328,096
Government of Canada	67,623	196,649	264,272	394,771
Individuals - Tuition Fees	204,447	573,210	777,657	726,291
Other Revenue Excluding Transfers from Reserves ..	2,705,297	1,537,362	4,242,659	4,604,822
Total Recovery of Expenditure	<u>3,829,129</u>	<u>14,821,131</u>	<u>18,650,260</u>	<u>16,031,252</u>
Net Expenditure	<u>\$132,455,895</u>	<u>\$ 79,899,496</u>	<u>\$212,355,391</u>	<u>\$188,295,700</u>

FINANCING OF NET EXPENDITURE

Government of Ontario				
General Legislative Grants	\$ 47,836,890	\$ 19,368,020	\$ 67,204,910	\$ 64,553,186
Local Taxation				
Previous Year's Over				
Requisition - Note 1(d)	167,602	1,033,429	1,201,031	1,940,677
Local Taxation Raised in Current Year	80,031,532	58,201,247	138,232,779	122,620,221
Refund of Taxes for Reasons of Employees'				
Withdrawal of Services	-	-	-	545,000
Decrease in Reserves Other	4,166,779	874,266	5,041,045	656,773
than Reserve for Refund of Taxes	84,365,913	60,108,942	144,474,855	125,762,671
To be Applied to the Following Year's Taxation				
Reserve for Assessment Appeal - Note 3	(396,750)	(293,250)	(690,000)	(240,000)
Net Under (Over) Requisition - Note 1(d)	649,842	715,784	1,365,626	(1,780,157)
Total Financing	\$132,455,895	\$ 79,899,496	\$212,355,391	\$188,295,700

**The Board of Education for the City of Hamilton
CAPITAL FUND STATEMENT OF OPERATIONS
For the Year Ended December 31, 1989
(with comparative figures for 1988)**

Capital Expenditure	1989	1988
Fixed Assets and Work in Progress		
Buildings.....	\$12,599,988	\$5,898,447
Furniture and Equipment.....	3,311,789	3,175,911
School Sites and Improvements to Sites.....	217,504	102,557
Total Capital Expenditure.....	<u><u>\$16,129,281</u></u>	<u><u>\$9,176,915</u></u>
 Capital Financing		
Long-Term Liabilities Issued and Sold.....	3,416,508	
Capital Expenditure from the Revenue Fund	15,997,751	9,176,915
Unexpended Funds at End of Year.....	(3,284,978)	
Total Capital Financing	<u><u>\$16,129,281</u></u>	<u><u>\$9,176,915</u></u>

RESERVE FUND STATEMENT OF CONTINUITY
For the Year Ended December 31, 1989
(with comparative figures for 1988)

	Capital	Retiring Gratuities	1989 Total	1988 Total
Balance, December 31, 1988.....	\$ 7,669,149	\$ 6,921,243	\$14,590,392	\$14,215,880
Total amount provided during year from the Revenue Fund	2,323,870	1,374,000	3,697,870	5,602,766
Earnings on Reserve Fund investments.....	812,118	779,875	1,591,993	1,281,285
	10,805,137	9,075,118	19,880,255	21,099,931
Transfers to the Revenue Fund	6,275,611	2,713,304	8,988,915	6,509,539
Balance, December 31, 1989	\$ 4,529,526	\$ 6,361,814	\$10,891,340	\$14,590,392

**The Board of Education for the City of Hamilton
NOTES TO FINANCIAL STATEMENTS
For the Year Ended December 31, 1989**

1. ACCOUNTING PRINCIPLES

The financial statements have been prepared by the Board using accounting principles that are prescribed by the Ministry of Education and are considered appropriate for Ontario School Boards. These principles are in accordance with generally accepted accounting principles except as follows:

(a) Accrual Accounting

Revenue and expenditure are accounted for on the accrual basis of accounting except that no provision is made for interest on unmatured debenture debt from the date of payment to the end of the fiscal year.

(b) Fixed Assets

Fixed assets are charged to current expenditure unless financed by long-term debt. Principal and interest charges on net long-term liabilities are included as expenditures in the period due. Fixed assets, described as capital outlay to be recovered in future years, are included on the balance sheet only to the extent of the balances of the related net long-term liabilities outstanding.

(c) Reserves and Reserve Funds

Reserves and reserve funds represent funds appropriated for general and specific purposes and are charged or credited to revenue fund operations in the year appropriated or drawn down. The amounts in reserves and reserve funds are approved by the Board and are within the limits defined in the Education Act.

(d) Under/Over Requisition of Taxes

The difference between the net expenditure of any year and the amounts received to finance these expenditures is carried forward to the subsequent year to either increase or reduce the net revenue requirement from ratepayers.

(e) Supplementary Taxes

Supplementary taxes are deferred in the year received and recorded as revenue in the following year.

2. RETIREMENT GRATUITIES PLANS

Employees may become entitled to cash payments when they leave the employment of the Board for purposes of retirement providing they meet the prescribed age or service requirements. \$2,713,304 and \$2,150,981 in retiring gratuities were paid during 1989 and 1988 respectively. An amount of \$6,361,814 is provided by way of a reserve fund. The amount of the total liability in respect of employees who meet the vesting requirements of the plans at the end of 1989 is \$28,718,125. Notwithstanding the use of reserve funds, recognition for General Legislative Grants purposes continues to be made in respect of the actual amounts paid to employees.

3. RESERVE FOR ASSESSMENT APPEAL

As a result of the Ontario Municipal Board decision to allow a reduction in property tax assessment to Dofasco Inc. for the years 1983 to 1986 and Dofasco's subsequent appeal for a reduction in its 1987, 1988 and 1989 assessments, the school board has established a reserve to recognize its potential net loss of \$1,690,000 in tax revenues for the years 1983 to 1989 inclusive.

In this regard, the school board has authorized the Regional Assessment Commissioner, on its behalf, to appeal the Dofasco Inc. decision by the Ontario Municipal Board. If this appeal is successful, the funds credited to the reserve will be released for return to the ratepayers.

4. NET LONG-TERM LIABILITIES

Of the net long-term liabilities outstanding of \$4,678,668, principal amounting to \$2,265,009 plus interest amounting to \$1,914,960 is payable over the next five years as follows:

	Principal	Interest	Total
1990	\$ 818,804	\$434,222	\$1,253,026
1991	542,715	387,209	929,924
1992	306,681	371,079	677,760
1993	295,797	364,318	660,115
1994	301,012	358,132	659,144
	<u>\$2,265,009</u>	<u>\$1,914,960</u>	<u>\$4,179,969</u>

5. DEBT CHARGES

The Revenue Fund expenditure for debt charges includes principal and interest payments as follows:

	Elementary	Secondary
Principal payments on long-term liabilities	\$296,294	\$712,640
Interest payments on long-term liabilities	70,328	83,678
	<u>\$366,622</u>	<u>\$796,318</u>

6. PENSION PLAN COSTS

All non-teaching employees of the school board are eligible to be members of the Ontario Municipal Employees Retirement System which is a multi-employer final average pay contribution plan. Employer contributions made to the plan during the year by the Board amounted to \$1,623,032 (1988 \$1,641,790).

Not shown in the financial statements of the Board are the employer's contributions to the Teachers' Superannuation fund. The funding for such is provided directly by the Provincial Government.

7. ONTARIO SCHOOL BOARD EXCHANGE

The school board joined, effective October 1, 1987 for a five year period, the Ontario School Board Insurance Exchange (OSBIE), a reciprocal insurance company licenced under the Insurance Act. OSBIE insures general public liability, property damage and certain other risks.

8. CONSORTIUM GAS PURCHASE AGREEMENT

The school board joined, effective August 17, 1988, for a period of four years a buy/sell gas consortium with nine other school boards for the direct purchase and sale of natural gas.

9. CONTRACTED OBLIGATIONS

Commitments outstanding at December 31, 1989 relating to uncompleted contracts for the construction of buildings are estimated at \$7,500,000.

**ANNUAL
FINANCIAL STATEMENTS**

of

**THE BOARD OF EDUCATION FOR
THE CITY OF HAMILTON FOUNDATION**

**for the
Year Ended December 31, 1989**

AUDITOR'S REPORT

To the Directors of
The Board of Education for the
City of Hamilton Foundation

We have examined the Balance Sheet of the Board of Education for the City of Hamilton Foundation as at December 31, 1989 and the Statement of Surplus for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion these financial statements present fairly the financial position of the Board of Education for the City of Hamilton Foundation as at December 31, 1989 and the changes in surplus for the year then ended in accordance with generally accepted accounting principles applied, after giving retroactive effect to the change in the method of accounting for revenues and expenditures as explained in note 2 to the financial statements, on a basis consistent with that of the preceding year.

PANNELL KERR MacGILLIVRAY
Chartered Accountants

Hamilton, Canada,
March 9, 1990.

**The Board of Education for the City of Hamilton Foundation
BALANCE SHEET
As at December 31, 1989**

ASSETS

	1989	1988
	\$	\$
Cash in Bank	15,073	12,799
Accrued Interest Receivable	10,613	9,288
Investments, at Cost		
(1989 - market value \$223,785,	226,472	177,033
1988 - market value \$174,535)	<u>252,158</u>	<u>199,120</u>

SURPLUS

Capital Funds	232,662	184,773
Unexpended Income	19,496	14,347
	<u>\$252,158</u>	<u>\$199,120</u>

**The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS
For the Year Ended December 31, 1989**

	Capital Funds	Unexpended Income	1989 Total	1988 Total
	\$	\$	\$	\$
Balance, January 1	<u>184,773</u>	<u>14,347</u>	<u>199,120</u>	73,382
Adjustment due to change in accounting policy - Note 2				7,477
				<u>80,859</u>
Revenue				
Transfer from Trust Fund - Note 3				76,290
Donations	44,963	3,865	48,828	41,444
Interest		22,185	22,185	16,737
Transfer from Unexpended Income	2,926		2,926	6,920
	<u>47,889</u>	<u>26,050</u>	<u>73,939</u>	<u>141,391</u>
Expenditures				
Awards		17,975	17,975	16,210
Transfer to Capital		2,926	2,926	6,920
		<u>20,901</u>	<u>20,901</u>	<u>23,130</u>
Balance, December 31, 1989	<u>\$232,662</u>	<u>\$19,496</u>	<u>\$252,158</u>	<u>\$199,120</u>

NOTES TO FINANCIAL STATEMENTS

1. **Significant Accounting Policy** — Revenue and expenditures are accounted for on the accrual basis of accounting.

2. **Change in Accounting Policy** — Prior to 1989, revenues and expenditures were recorded on the cash basis of accounting. In 1989, this policy was changed so that the revenues and expenditures are now recorded on the accrual basis of accounting. This change has been applied retroactively and the opening balance of the statement of surplus has been increased by \$7,477 and interest revenue has been increased by \$1,811 resulting in a net increase to unexpended income of \$9,288.

3. Effective January 1, 1988, the assets and surplus of the Trust Funds of The Board of Education for the City of Hamilton were transferred to the Foundation.

The Board of Education for the City of Hamilton Foundation
ANALYSIS OF INVESTMENTS
As at December 31, 1989

	Dom. of Can. 3.00% Due Sept 15/96	Gov't of Can. 11.50% Due Dec. 15/93	Montreal Trust 10.75% June 16/89 - June 14/92	Prov. of Ont. 11.00% June 16/89 - June 14/92	Bank of N.S. 10.75% June 16/89 - June 14/92	Bank of N.S. 11.40% Dec. 1/89 - June 1/90	Total Investments
A. Morrell Memorial Scholarship.....		\$ 2,977.50	\$ 430.50			\$	\$ 3,408.00
A. D. Needle Trust Fund Award.....			2,800.00				2,800.00
A. J. Krever Award.....						1,843.97	1,843.97
Andrew MacDonald Award.....				1,005.00			1,005.00
Art Scholarship.....	3,350.00		1,750.00				5,100.00
Award of Merit.....				500.00			500.00
Bill Mastin Memorial Award.....				7,146.98			7,146.98
Buchan Medal Award.....			250.00				1,050.00
C.G.W. McKague Award.....	800.00					1,843.97	1,843.97
C. Thomas Lowe Memorial Award.....				925.00			925.00
Carol Moule Memorial Award.....						980.00	30,681.55
Delta Staff Association Award.....				250.00			250.00
Dr. Harry Paikin Memorial Fund.....				3,925.00			3,925.00
The Dr. E. A. Hutton Fund.....				2,444.27			2,444.27
Ezra E. Parkehouse Prize.....			100.00				100.00
E. Michael Zebroski Music Scholarship.....				3,535.28			3,535.28
Elma Darlington Award.....				2,000.00			2,000.00
Elva Kendall Newlands Award in Literature.....				2,000.00			2,000.00
Emily Kirby Award in Family Studies.....				200.00			200.00

English Literature Award			500.00
Frank A. Magee Award.....		211.50	211.50
G. L. Cooper Award.....			500.00
George R. Allan Prize.....		200.00	200.00
George R. Parke Award.....		590.00	590.00
Gladys McAndrew Memorial Fund.....			2,793.56
H. H. Lowden Award		1,550.00	1,550.00
Hamilton & District Home Builders Assoc. Award.....			35,675.02
Hamilton Draftsmen's Association Prize.....		3,850.00	3,850.00
Hamilton Place Award.....		100.00	100.00
Hess Street Proficiency Award.....		1,050.00	1,050.00
Hess Street School Reunion Award.....		2,000.00	2,000.00
Hill Park Art Award.....		250.00	250.00
Ida Robb Award.....		1,274.35	1,274.35
James Johnson Memorial Award	600.00	9,416.18	10,016.18
Jansen H. H. Memorial Award		202.55	202.55
John McCullough Award	400.00	50.00	450.00
L. George Russell Award		343.50	343.50
Lucille Lafromboise Memorial Award.....			3,083.65
Luke H. LeRoy Award		2,758.00	325.65
Lawrence Munroe Scholarship.....			500.00
Muriel Eastman Scholarship in English		9,503.60	9,503.60
Madelaine Westland Memorial		328.87	328.87
McIlwraith War Memorial Award.....		150.00	1,000.00
Megan Lawrence Estate.....			150.00
Memorial Award	2,233.00	10,500.00	10,500.00
Miss Laura Miller Award in Public Speaking		3,700.00	5,933.00
Miss Susan E. Bennetto Award		17,000.00	17,000.00
Murray Black Music Scholarship		1,116.25	1,116.25
Pat Kirby Citizenship Award		4,500.00	4,500.00
		2,348.20	2,508.20
			160.00

Royal Oak Dairy Award				800.00	800.00
Ruth Cole Award			594.37		594.37
Sandi Bell Award				680.00	680.00
Seneca School Citizenship Foundation Award.....				150.00	150.00
Sharon MacKay Trust Fund				3,474.00	3,474.00
Sino-Canadian Friendship Award			4,561.40		4,561.40
Sir Allan MacNab Academic Award.....					1,930.40
Sir John A. Macdonald Secondary School Award	1,117.00		1,000.00		2,117.00
Sir John M. Gibson Award			1,100.00		1,100.00
Stella Osborn Award				6,046.00	6,046.00
Strathcona Reunion Committee Award			600.00		600.00
Thomas F. McIlwraith Award			200.00		200.00
The Doris Gasse Award				500.00	500.00
The Norman E. Reid Award			7,202.75		2,577.00
Vern Ames Prize in Mathematics					7,202.75
Wm. Alexander Lees Memorial Scholarship					5,000.00
Wm. Flannigan Geography Prize					500.00
	<u>\$8,500.00</u>	<u>\$ 2,977.50</u>	<u>\$54,873.27</u>	<u>\$81,990.84</u>	<u>\$43,429.01</u>
					<u>\$226,472.17</u>
Market Value December 31, 1989	<u>\$5,801.25</u>	<u>\$2,988.75</u>	<u>\$54,873.27</u>	<u>\$81,990.84</u>	<u>\$223,784.67</u>

The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS
For the Year Ended December 31, 1989

Fund	Balance Jan. 1/89	Donations Loans	Interest Receipts	Disburse- ments	Balance Dec. 31/89
Capital Funds					
Capital Funds					
A. Morrell Memorial Scholarship.....	\$ 3,408.00	\$	\$	\$	\$ 3,408.00
A. D. Needle Trust Fund Award.....	2,800.00				2,800.00
A. J. Krever Award.....		1,843.97			1,843.97
Andrew MacDonald Award.....	1,005.00				1,005.00
Art Scholarship.....	5,100.00				5,100.00
Award of Merit.....		500.00			500.00
Bill Mastin Memorial Award.....	7,046.98	100.00			7,146.98
Buchan Medal Award.....	1,050.00				1,050.00
C. G. W. McKague Award.....		1,843.97			1,843.97
C. Thomas Lowe Memorial Award.....	925.00				925.00
Carol Moule Memorial Award.....	29,701.55	980.00			30,681.55
Delta Staff Association.....	250.00				250.00
Dr. Harry Paikin Memorial Award.....	3,925.00				3,925.00
The Dr. E. A. Hutton Fund.....	2,444.27				2,444.27
Ezra E. Parkehouse Prize.....	100.00				100.00
E. Michael Zebroski Music Scholarship.....	3,535.28				3,535.28

Elma Darlington Award	2,000.00		2,000.00
Elva Kendall Newlands Award in Literature	2,000.00		2,000.00
Emily Kirby Award in Family Studies	200.00		200.00
English Literature Award	500.00		500.00
Frank A. Magee Award	211.50		211.50
G. L. Cooper Award	500.00		500.00
George R. Allan Prize	200.00		200.00
George R. Parke Award	590.00		590.00
George R. Parke Award	2,623.56	170.00	2,793.56
Gladys McAndrew Memorial Award	1,550.00		1,550.00
H. H. Lowden Award		35,675.02	35,675.02
Hamilton & District Home Builders Award	3,850.00		3,850.00
Hamilton Draftsmen's Association Prize	100.00		100.00
Hamilton Place Award	1,050.00		1,050.00
Hess Street Proficiency Award	2,000.00		2,000.00
Hess Street School Reunion Award	250.00		250.00
Hill Park Art Award	1,274.35		1,274.35
Ida Robb Award	10,016.18		10,016.18
James Johnson Memorial Award	202.55		202.55
Jansen H. H. Memorial Award Fund	450.00		450.00
John McCullough Award	343.50		343.50
L. George Russell Award	2,758.00	325.65	3,083.65
Lucille Laframboise Memorial Award		500.00	500.00
Luke H. LeRoy Award	9,503.60		9,503.60
Lawrence Munroe Scholarship	328.87		328.87
Muriel Eastman Scholarship in English	1,000.00		1,000.00
Madeline Westland Memorial	150.00		150.00
McIlwraith War Memorial Award	10,500.00		10,500.00
Megan Lawrence Award	5,933.00		5,933.00
Memorial Award	17,000.00		17,000.00
Miss Laura Miller Award in Public Speaking			

Miss Susan E. Bennetto Award	1,116.25			1,116.25
Murray Black Music Scholarship		4,500.00		4,500.00
Pat Kirby Citizenship Award	2,348.20	160.00		2,508.20
Royal Oak Dairy Award	800.00			800.00
Ruth Cole Award	594.37			594.37
Sandi Bell Award	500.00	180.00		680.00
Seneca School Citizenship Foundation Award	150.00			150.00
Sharon MacKay Trust Fund	3,474.00			3,474.00
Sino-Canadian Friendship Award	10,751.55			10,751.55
Sir Allan MacNab Academic Award	820.00		1,110.40	1,930.40
Sir John A. Macdonald Secondary School Award	2,117.00			2,117.00
Sir John M. Gibson Award	1,100.00			1,100.00
Stella Osborn Award	6,046.00			6,046.00
Strathcona Reunion Committee Award	600.00			600.00
Thomas F. McIlwraith	200.00			200.00
The Doris Gasse Award	500.00			500.00
The Norman E. Reid Award	2,577.00			2,577.00
Vern Ames Prize in Mathematics	7,202.75			7,202.75
Wm. Alexander Lees Memorial Scholarship	5,000.00			5,000.00
Wm. Flannigan Geography Prize	500.00			500.00
	<u>\$184,773.31</u>	<u>\$47,889.01</u>	<u>\$ 0</u>	<u>\$232,662.32</u>

The Board of Education for the City of Hamilton Foundation
STATEMENT OF SURPLUS
For the Year Ended December 31, 1989

FOR THE CITY OF HAMILTON

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Fund	Balance Jan. 1/89	Donations Loans	Interest Receipts	Disburse- ments Transfers	Balance Dec. 31/89
Unexpended Income					
Fund					
Unexpended Income	\$	\$	\$	\$	\$
A. Morrell Memorial Scholarship.....	214.89		398.81	395.00	218.70
A. D. Needle Trust Fund Award.....	148.85		297.61	273.00	173.46
A. J. Krever Award.....	0		117.59	0	117.59
Andrew MacDonald Award.....	108.92		129.12	170.00	68.04
Art Scholarship.....	171.27	80.00	289.37	374.00	166.64
Award of Merit.....	0	50.00	35.46	50.00	35.46
Bill Mastin Memorial Award.....	656.45		891.43	1,080.00	467.88
Buchan Medal Award.....	37.29	5.35	51.19	60.00	33.83
C.G.A. Association Award.....	0	50.00		50.00	0
C.G.W. McKague Award.....	0		117.58	0	117.58
C. Thomas Lowe Memorial Award.....	77.91	300.00	111.67	226.14	263.44
Carol Moule Memorial Award.....	1,739.30		3,122.72	3,058.70	1,803.32
Catherine Powell Bursary.....	0	500.00		500.00	0
Delta Staff Association.....	20.11		30.52	35.00	15.63
Dr. Harry Paikin Memorial Award.....	212.07		400.28	374.85	237.50
The Dr. E. A. Hutton Fund.....	332.53		311.94	400.00	244.47

Ezra E. Parkehouse Prize	5.45	10.94	9.50	6.89
E. Michael Zebroski Music Scholarship	226.98	373.90	360.00	240.88
Elma Darlington Award	160.95	258.76	250.00	169.71
Elva Kendall Newlands Award in Literature	143.23	212.77	138.96	217.04
English Literature Award	39.32	60.92	69.00	31.24
Emily Kirby Award in Family Studies	16.79	23.92	28.00	12.71
Frank A. Magee Award	12.70	22.46	20.00	15.16
G. L. Cooper Award	37.57	53.28	50.00	40.85
George R. Allan Prize	10.83	21.87	ø	32.70
George R. Parke Award	33.83	61.32	56.00	39.15
Gladys McAndrew Memorial Award	221.26	316.34	370.00	167.60
H. H. Lowden Award	83.01	165.32	148.39	99.94
Hamilton & District Home Builders' Award	ø	1,479.37	ø	1,479.37
Hamilton Draftsmen's Association Prize	213.06	421.45	390.00	244.51
Hamilton Foundation Bursary	130.76	37.67	1,800.00	268.43
Hamilton Place Award	25.74	14.47	16.00	24.21
Hess Street Proficiency Award	59.19	109.25	ø	168.44
Hess Street School Reunion Award	109.32	217.96	100.00	227.28
Hill Park Art Award	58.26	34.68	29.95	62.99
Ida Robb Award	66.33	131.55	140.00	74.31
James Johnson Memorial Award	521.34	1,023.74	960.00	585.08
Jansen H. H. Memorial Award Fund	11.04	21.45	20.00	12.49
John McCullough Award	12.61	18.48	20.00	13.26
L. George Russell Award	18.70	36.16	34.00	20.86
Lucille Laframboise Memorial	387.71	326.03	525.65	188.09
Luke H. LeRoy Award	ø	25.14	ø	25.14
Lawrence Munroe Scholarship	572.83	1,045.69	1,000.00	618.52
Muriel Eastman Scholarship in English	16.59	33.99	30.00	20.58
Madelaine Westland Memorial	10.40	96.71	46.00	61.11
McIlwraith War Memorial Award	7.66	15.98	14.00	9.64

Megan Lawrence Award.....	563.52	1,103.96	1,026.00	641.48
Memorial Award	639.00	475.41	783.40	331.01
Miss Laura Miller Award in Public Speaking	3,446.43	2,206.44	945.00	4,707.87
Miss Susan E. Bennetto Award	56.16	115.38	101.88	69.66
Murray Black Music Scholarship	ø	268.52	ø	268.52
Pat Kirby Citizenship Award	185.88	279.57	314.39	151.06
Royal Oak Dairy Award	107.75	102.65	120.00	90.40
Ruth Cole Award	30.61	61.45	56.46	35.60
Sandi Bell Award.....	212.09	82.18	250.00	44.27
Seneca School Citizenship Foundation Award.....	38.86	21.27	12.85	47.28
Sharon MacKay Trust Fund	329.82	424.73	500.00	254.55
Sino-Canadian Friendship Award.....	505.77	1,234.35	ø	1,740.12
Sir Allan MacNab Academic Award.....	48.10	169.43	1,110.40	52.13
Sir John A. Macdonald Secondary School Award	91.65	145.46	140.00	97.11
Sir John M. Gibson Award	57.19	114.59	106.00	65.78
Stella Osborn Award	134.79	602.54	ø	737.33
Strathcona Reunion Committee Award.....	30.49	64.31	59.29	35.51
Thomas F. McIlwraith Award.....	10.27	21.28	19.00	12.55
The Doris Gasse Award	38.70	59.53	68.00	30.23
The Norman E. Reid Award.....	207.72	319.97	360.00	167.69
Vern Ames Prize in Mathematics	381.61	754.54	690.00	446.15
Wm. Alexander Lees Memorial Scholarship	255.60	517.50	496.00	293.15
Wm. Flannigan Geography Prize	41.87	62.82	70.00	34.69
	<u>\$14,346.93</u>	<u>\$22,184.74</u>	<u>\$20,900.81</u>	<u>\$19,495.86</u>
	<u>\$ 3,865.00</u>			

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